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ABSTRACT

This report contains data collected from 275 Pennsylvania school districts for the 1978-79 school year. The data reflect policies and practices affecting salaries, fringe benefits, and staffing ratios for nonprofessional personnel. The report is divided into three major sections. The first section presents comparative data for a number of variables on a statewide, size, and wealth basis. The second examines each variable on a regional basis. The third deals with the interaction of the control variables, district size and wealth, with the dependent variables concerned with salaries, fringe benefits, and staffing ratios. Fifteen variables were analyzed for each of four job categories--secretary, custodian, food service worker, and paraprofessional--and 13 variables were analyzed for the remaining three job categories--supervisors of transportation, food service, and buildings and grounds. (Author/LD)

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Analysis

of

Nonprofessional

School Employees Data

1978-79

James J. Vater

Richard A. Riddle

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EA 011 499

FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1978-1979 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees.

This monograph is the third in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of nonprofessional salaries, fringe benefits, and staff ratios.

The first monograph in this series examined salaries and staff ratios for professional employees. The second monograph examined fringe benefits for professional employees. Due to the positive reaction to the reorganized format developed last year, we are retaining that reporting procedure for the present year. We sincerely hope that this format enables administrators to have easy access to the wealth of information presented in these publications.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

James J. Vater
Assistant Executive Director

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INTRODUCTION

OMNI reports dealing with professional and nonprofessional data have been combined into three major reports for 1978-1979. This is the third report which presents the analysis of all nonprofessional salaries, benefits, and ratios. State and regional analysis of variables is based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis that is a reflection of all meaningful nonprofessional data.

A major portion of the report is based on an analysis of variables using the 1st, 25th, Median, 75th, and 99th percentiles along with the calculated mean and sample size (n). Sample size indicated the number of districts reporting a figure for each variable. Thus, low sample size reflected few district reporting for that variable and/or districts not offering that variable to employees. For example, a few districts did not offer life insurance as a fringe benefit to employees of some job titles, therefore, the sample size was lowered.

One calculated variable was the nonprofessional ratio of pupil enrollment per employee in each job category. All pupil employee ratios were based on the "number of employees" each divided into the "total district WADM," both being 1977-1978 data. Please note, in some instances the median is a better indication of the central tendency than the mean. This is due to a few deviant cases which skew the mean slightly. Since the three supervisor positions tend to be a single person per district, the calculated ratios tend to be rather high.

Data were collected from 275 employer units for the analysis of nonprofessional data. Fifteen variables were analyzed for each of four job categories and thirteen variables were analyzed for the remaining three job categories which were the supervisors.

It is important that, in addition to checking statewide and regional figures from your own area, that data from nearby regions are consulted. This report is constructed so that data from all region, size, and wealth categories are available to you. A good example for reviewing these data is the variations in formal bargaining units.

It can be seen that statewide custodial employees are the most highly unionized of the nonprofessional school employees (Table 1). However, this unionization varies considerably from region to region. These differences in regional practices in collective bargaining tend to move geographically.

Table 24 and the last table in each region contain an analysis of pupil-nonprofessional staff ratios. These ratios were calculated by utilizing WADM figures supplied on the PSSC OMNI Finanical Analysis Questionnaire. Hence, because of the weighted factors of WADM, the actual figures are slightly inflated. However, because the weighting is consistent throughout all school districts, the data are comparable.

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TABLE 1

Employees in a Bargaining Unit by Job Titles, State Totals

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n[a]
Secretary, Clerical	37.1%	62.9%	278
Custodial	57.9%	42.1%	278
Food Service	40.3%	59.7%	278
Paraprofessional	28.1%	71.9%	278

[a]This figure represents the number of districts reporting for the variable.

TABLE 2

Employees in a Bargaining Unit for Job Titles
by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	24.3%	46.0%	35.1%	21.6%
2	36.4%	57.6%	33.3%	30.3%
3	29.4%	44.1%	38.2%	29.4%
4	41.2%	55.9%	47.1%	32.4%
5	37.5%	59.4%	46.9%	31.3%
6	28.6%	54.3%	31.4%	22.9%
7	42.9%	71.4%	40.0%	28.6%
8	56.8%	75.7%	51.4%	29.7%
MEAN	37.1%	57.9%	40.3%	28.1%

TABLE 2 (Continued)

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	37.8%	59.5%	35.1%	24.3%
2	51.4%	60.0%	28.6%	28.6%
3	38.2%	61.8%	41.2%	29.4%
4	31.4%	51.4%	31.4%	25.7%
5	55.9%	79.4%	64.7%	35.3%
6	32.4%	47.1%	47.1%	26.5%
7	26.5%	50.0%	35.3%	26.5%
8	23.5%	55.9%	41.2%	29.4%
MEAN	37.1%	57.9%	40.3%	28.1%

TABLE 3

Mean Hourly Rate Paid to Full-time Employees, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.65	$4.38	$4.03	$3.66	$2.74	$4.06	221
Custodial	$5.93	$4.60	$4.16	$3.77	$2.64	$4.19	235
Food Service	$4.71	$3.55	$3.35	$3.10	$2.50	$3.37	229
Paraprofessional	$5.86	$3.45	$3.25	$3.00	$2.40	$3.30	185

TABLE 4

Mean Hourly Rate Paid to Full-time Employees
by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	$3.85	$3.90	$3.37	$3.33
2	$3.98	$4.04	$3.33	$3.17
3	$4.14	$4.08	$3.35	$3.41
4	$3.83	$4.02	$3.28	$3.22
5	$4.04	$4.29	$3.31	$3.16
6	$4.09	$4.16	$3.38	$3.29
7	$4.11	$4.32	$3.45	$3.28
8	$4.38	$4.66	$3.45	$3.50
MEAN	$4.06	$4.19	$3.37	$3.30

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	$4.25	$4.33	$3.39	$3.44
2	$4.35	$4.54	$3.44	$3.41
3	$4.16	$4.38	$3.28	$3.48
4	$4.03	$4.25	$3.48	$3.19
5	$3.94	$4.19	$3.38	$3.34
6	$3.82	$3.97	$3.35	$3.15
7	$3.86	$3.89	$3.34	$3.21
8	$3.99	$4.01	$3.25	$3.22
MEAN	$4.06	$4.19	$3.37	$3.30

TABLE 5

Mean Hourly Rate Paid to Part-time Employees, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.06	$3.59	$3.23	$2.93	$1.96	$3.30	156
Custodial	$5.41	$3.78	$3.30	$3.00	$2.30	$3.42	180
Food Service	$4.25	$3.26	$3.03	$2.75	$2.15	$3.04	207
Paraprofessional	$4.39	$3.15	$3.00	$2.70	$2.20	$3.02	140

TABLE 6

Mean Hourly Rate Paid to Part-time Employees
by District Size and Wealth

Size	Secretary	Custodial	Food Service	Paraprofessional
1	$3.12	$3.02	$3.00	$2.89
2	$3.37	$3.52	$3.08	$2.99
3	$3.32	$3.41	$3.06	$3.23
4	$3.20	$3.19	$2.98	$2.97
5	$3.17	$3.43	$3.00	$3.01
6	$3.27	$3.43	$3.05	$3.02
7	$3.31	$3.58	$3.06	$2.97
8	$3.49	$3.72	$3.10	$3.10
MEAN	$3.30	$3.42	$3.04	$3.02

TABLE 6 (Continued)

Wealth	Secretary	Custodial	Food Service	Paraprofessional
1	$3.40	$3.44	$2.96	$3.08
2	$3.24	$3.53	$3.02	$3.12
3	$3.45	$3.62	$3.05	$3.02
4	$3.35	$3.61	$3.15	$2.99
5	$3.29	$3.55	$3.10	$3.03
6	$3.24	$3.29	$3.06	$3.00
7	$3.15	$3.17	$3.01	$2.97
8	$3.15	$3.13	$2.95	$2.94
MEAN	$3.30	$3.42	$3.04	$3.02

TABLE 7

Annual Salary by Job Titles, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$30,286	$17,100	$14,685	$12,040	$6,600*	$15,291	222
Supv. of Transp.	$30,905	$17,380	$13,910	$11,000	$3,000*	$14,711	98
Supv. of Food Service	$26,128	$13,375	$ 9,238	$ 7,104	$3,779*	$10,637	199
Sec., Clerical Staff	$14,100	$ 8,500	$ 7,540	$ 6,970	$4,700	$ 7,721	150
Custodial Emp.	$12,625	$ 9,713	$ 8,770	$ 7,734	$5,000	$ 8,828	138
Food Srv. Emp.	$ 5,440	$ 3,974	$ 3,600	$ 3,178	$1,590	$ 3,623	84
Paraprofessional	$ 9,200	$ 4,410	$ 3,780	$ 3,276	$ 875*	$ 3,880	85

*Part-time employees

TABLE 8

Mean Annual Salary for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$11,444	$ 9,500	$ 6,607	$7,059	$8,204	$3,871	$3,684
2	$12,504	$15,140	$ 7,728	$7,917	$8,516	$3,679	$3,929
3	$13,396	$11,820	$ 9,165	$7,721	$8,642	$3,093	$3,882
4	$14,395	$13,234	$ 9,088	$7,681	$8,836	$3,463	$3,955
5	$15,354	$15,494	$ 9,358	$7,716	$8,803	$3,835	$3,653
6	$15,535	$12,215	$12,728	$7,665	$9,018	$3,826	$3,480
7	$17,113	$14,395	$12,762	$8,038	$8,863	$4,080	$4,074
8	$20,958	$18,225	$16,412	$8,108	$9,988	$2,705	$4,222
MEAN	$15,291	$14,711	$10,637	$7,721	$8,828	$3,623	$3,880

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$17,463	$15,775	$14,289	$8,316	$9,338	$3,609	$3,427
2	$17,743	$15,677	$12,932	$7,950	$9,285	$3,676	$4,639
3	$17,532	$18,026	$11,502	$8,035	$9,649	$3,188	$4,130
4	$15,745	$14,436	$11,691	$7,862	$8,859	$4,054	$4,074
5	$14,578	$12,128	$ 9,376	$7,478	$8,854	$3,439	$4,091
6	$13,056	$12,825	$ 8,682	$7,301	$8,110	$3,768	$3,340
7	$12,566	$12,158	$ 8,572	$7,188	$8,154	$3,316	$3,622
8	$12,210	$12,602	$ 7,295	$7,723	$8,476	$3,888	$3,646
MEAN	$15,291	$14,711	$10,637	$7,721	$8,828	$3,623	$3,880

TABLE 9

Work Week in Hours by Job Titles, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	55	40	40	40	35	40.1	231
Supv. of Transp.	50	40	40	37	10[a]	37.5	98
Supv. of Food Services	48	40	38	35	18[a]	37.1	214
Secretary, Clerical Staff	40	40	37	35	30	37.3	271
Custodial Emp.	45	40	40	40	8[a]	39.7	263
Food Srv. Emp.	48	35	30	30	6[a]	30.7	234
Paraprofessional	48	35	30	25	5[a]	29.3	219

[a]The low number of hours worked reflects part-time employees.

TABLE 10

Mean Work Week in Hours for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-professional
1	40.4	37.0	36.1	36.8	40.0	30.2	29.6
2	40.0	40.0	35.9	37.1	40.1	32.4	30.2
3	39.8	35.7	36.2	36.7	39.1	30.2	31.4
4	40.6	36.0	37.0	38.2	39.9	28.8	29.1
5	39.7	34.5	36.4	37.1	39.9	30.1	27.4
6	39.9	36.9	38.3	37.4	40.0	32.2	28.0
7	39.9	39.2	38.2	37.8	39.6	32.6	30.7
8	40.4	39.0	38.3	36.9	39.3	29.2	28.2
MEAN	40.1	37.5	37.1	37.3	39.7	30.7	29.3

TABLE 10 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	40.8	39.0	38.3	37.8	39.9	30.0	29.4
2	39.6	38.8	36.4	37.0	39.1	29.6	26.8
3	40.0	39.4	36.4	37.1	39.7	30.9	28.8
4	40.6	36.6	37.6	37.0	40.1	31.7	30.5
5	40.0	35.6	37.9	37.7	39.7	29.6	28.9
6	39.6	36.9	37.2	37.0	39.5	29.5	30.5
7	40.0	38.0	35.4	37.0	39.9	31.5	31.2
8	40.1	33.0	37.4	37.5	40.0	32.8	28.3
MEAN	40.1	37.5	37.1	37.3	39.7	30.7	29.3

TABLE 11

Work Year in Months by Job Titles, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	12	12	12	12	12	12.0	231
Supv. of Transp.	12	12	12	12	10	11.9	102
Supv. of Food Services	12	10	10	9	9	10.1	215
Secretary, Clerical Staff	12	12	12	12	10	11.9	260
Custodial Emp.	12	12	12	12	10	11.9	256
Food Srv. Emp.	12	9	9	9	9	9.3	239
Paraprofessional	10	9	9	9	8.5	9.2	218

TABLE 12

Mean Work Year in Months for Job Titles by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	12.0	12.0	9.7	11.8	11.9	9.1	9.1
2	12.0	12.0	9.5	12.0	12.0	9.3	9.1
3	12.0	11.9	9.9	12.0	11.9	9.2	9.2
4	12.0	11.8	10.0	12.0	12.0	9.1	9.2
5	12.0	12.0	10.2	11.9	12.0	9.3	9.2
6	12.0	12.0	10.2	11.9	12.0	9.2	9.2
7	12.0	12.0	10.3	11.9	11.9	9.2	9.2
8	12.0	12.0	10.5	11.9	12.0	9.5	9.6
MEAN	12.0	11.9	10.1	11.9	11.9	9.3	9.2

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	12.0	12.0	10.6	12.0	12.0	9.5	9.3
2	12.0	12.0	10.2	12.0	12.0	9.4	9.3
3	12.0	12.0	10.3	11.9	11.9	9.3	9.4
4	12.0	11.9	10.4	11.9	12.0	9.3	9.3
5	12.0	12.0	9.9	11.8	11.9	9.2	9.2
6	12.0	11.9	9.7	11.9	11.9	9.1	9.1
7	12.0	12.0	9.6	11.9	11.9	9.3	9.1
8	12.0	12.0	9.8	11.8	12.0	9.1	9.1
MEAN	12.0	11.9	10.1	11.9	11.9	9.3	9.2

TABLE 13

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board, State Totals

Job Titles	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,618	$814	$751	$661	$264	$751	228
Supv. of Transp.	$1,355	$827	$725	$597	$229	$732	99
Supv. of Food Services	$1,596	$826	$728	$606	$190	$721	204
Secretary, Clerical Staff	$1,596	$833	$746	$623	$168	$735	260
Custodial Emp.	$1,596	$835	$747	$638	$264	$742	258
Food Srv. Emp.	$1,596	$812	$717	$571	$109	$686	223
Paraprofessional	$1,286	$797	$704	$567	$ 27	$675	163

TABLE 14

Mean Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$752	$560	$720	$731	$739	$708	$683
2	$753	$743	$724	$739	$750	$689	$678
3	$755	$744	$777	$769	$770	$747	$777
4	$765	$712	$729	$743	$743	$714	$684
5	$678	$595	$657	$681	$700	$628	$566
6	$741	$732	$660	$718	$726	$660	$627
7	$690	$652	$706	$717	$714	$673	$660
8	$851	$848	$789	$778	$788	$668	$698
MEAN	$751	$732	$721	$735	$742	$686	$675

TABLE 14 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$700	$655	$699	$668	$701	$654	$659
2	$778	$749	$714	$785	$785	$703	$662
3	$799	$786	$760	$776	$763	$724	$718
4	$740	$774	$655	$698	$717	$648	$604
5	$773	$768	$771	$774	$772	$691	$693
6	$726	$710	$738	$731	$728	$707	$688
7	$738	$666	$708	$723	$738	$677	$648
8	$744	$755	$717	$728	$729	$677	$744
MEAN	$751	$732	$721	$735	$742	$686	$675

TABLE 15

Maximum Annual Contribution for Life Insurance
Provided by Board, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$267	$53	$40	$29	$6	$48	220
Supv. of Transp.	$201	$57	$42	$32	$9	$51	93
Supv. of Food Services	$174	$47	$34	$26	$6	$41	200
Secretary, Clerical Staff	$ 83	$40	$31	$25	$6	$33	250
Custodial Emp.	$ 96	$39	$30	$24	$6	$33	249
Food Srv. Emp.	$ 77	$37	$27	$19	$3	$29	211
Paraprofessional	$ 81	$36	$28	$21	$6	$30	157

TABLE 16

Mean Maximum Annual Contribution for Life Insurance Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$32.70	$18.00	$30.53	$33.00	$30.14	$29.17	$31.00
2	$42.46	$53.25	$36.17	$36.40	$36.67	$33.15	$35.87
3	$43.00	$49.27	$39.41	$33.83	$33.71	$29.83	$32.82
4	$40.28	$37.73	$33.00	$30.37	$30.20	$28.39	$27.71
5	$41.07	$54.09	$35.63	$30.10	$28.48	$25.00	$28.88
6	$47.94	$38.13	$42.80	$34.50	$34.53	$29.69	$26.00
7	$46.30	$46.53	$40.32	$35.31	$34.59	$30.75	$29.21
8	$78.39	$67.04	$61.97	$34.35	$36.47	$24.45	$27.67
MEAN	$47.81	$50.85	$40.54	$33.48	$33.13	$28.69	$29.57

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$52.59	$45.75	$46.85	$31.48	$33.88	$28.11	$28.56
2	$68.71	$66.08	$54.41	$37.52	$37.97	$28.12	$31.40
3	$64.36	$70.29	$49.12	$36.64	$37.17	$29.71	$32.05
4	$40.93	$44.67	$36.54	$30.65	$29.65	$28.73	$25.09
5	$40.13	$37.90	$33.23	$32.81	$31.41	$26.31	$26.40
6	$37.50	$40.80	$35.54	$33.04	$32.19	$31.00	$29.71
7	$36.16	$41.20	$31.48	$32.03	$30.88	$27.79	$32.15
8	$37.91	$49.11	$35.50	$34.57	$32.57	$31.26	$33.11
MEAN	$47.81	$50.85	$40.54	$33.48	$33.13	$28.69	$29.57

TABLE 17

Face Amount of Life Insurance, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$78,800	$17,700	$12,000	$10,000	$3,000	$14,880	227
Supv. of Transp.	$57,100	$18,000	$15,000	$10,000	$5,000	$16,258	95
Supv. of Food Services	$44,700	$15,000	$10,000	$ 8,400	$2,400	$12,455	206
Secretary, Clerical Staff	$26,400	$12,000	$10,000	$ 8,000	$3,000	$10,249	256
Custodial Emp.	$21,500	$11,000	$10,000	$ 8,000	$3,000	$10,061	253
Food Srv. Emp.	$20,000	$10,000	$10,000	$ 5,000	$ 800	$ 8,776	213
Paraprofessional	$26,400	$10,000	$10,000	$ 6,000	$1,500	$ 9,288	157

TABLE 18

Mean Face Amount of Life Insurance by District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$ 9,250	$10,000	$ 8,973	$10,003	$ 8,820	$8,586	$10,056
2	$12,137	$16,875	$ 9,880	$10,177	$10,258	$9,375	$10,433
3	$12,969	$14,136	$11,833	$10,720	$10,589	$9,616	$10,308
4	$13,803	$12,945	$10,633	$ 9,606	$ 9,667	$8,958	$ 8,152
5	$13,417	$18,618	$11,689	$ 9,809	$ 8,919	$7,460	$ 8,000
6	$14,012	$10,785	$11,760	$ 9,847	$ 9,867	$8,807	$ 8,083
7	$15,546	$16,138	$14,143	$11,600	$11,357	$9,926	$10,416
8	$24,812	$20,912	$18,870	$10,206	$10,887	$7,474	$ 8,852
MEAN	$14,880	$16,258	$12,455	$10,249	$10,061	$8,776	$ 9,288

TABLE 18 (Continued)

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$17,086	$14,504	$14,903	$ 9,682	$ 9,988	$7,782	$ 8,189
2	$20,712	$21,746	$16,196	$10,442	$10,621	$8,432	$ 9,284
3	$18,473	$20,892	$14,033	$11,320	$11,424	$9,762	$10,400
4	$12,762	$12,750	$10,969	$ 9,382	$ 9,155	$8,584	$ 8,160
5	$14,423	$15,250	$11,180	$10,709	$10,421	$8,603	$ 8,725
6	$11,461	$13,000	$11,125	$10,370	$ 9,925	$9,769	$ 9,941
7	$11,019	$12,666	$10,000	$ 9,594	$ 9,376	$8,800	$ 9,736
8	$11,250	$17,337	$10,392	$10,851	$ 9,844	$8,833	$10,470
MEAN	$14,880	$16,258	$12,455	$10,249	$10,061	$8,776	$ 9,288

TABLE 19

Total Annual Contribution for all Insurance Benefits Provided by Board, State Totals

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,945	$1,060	$866	$735	$32	$898	228
Supv. of Transp.	$1,474	$1,092	$901	$745	$32	$898	98
Supv. of Food Services	$1,945	$ 998	$834	$691	$13	$834	209
Secretary, Clerical Staff	$1,945	$ 997	$839	$716	$14	$848	258
Custodial Emp.	$1,945	$ 978	$834	$717	$14	$853	257
Food Srv. Emp.	$1,945	$ 927	$778	$608	$14	$767	223
Paraprofessional	$1,543	$ 946	$781	$615	$ 9	$754	167

TABLE 20

Mean Total Annual Contribution for all Insurance Benefits Provided by Board for District Size and Wealth

Size	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$905	$578	$801	$860	$863	$830	$778
2	$856	$878	$795	$827	$839	$752	$774
3	$882	$913	$897	$884	$889	$829	$912
4	$914	$902	$855	$826	$834	$784	$738
5	$795	$735	$734	$776	$782	$691	$569
6	$864	$788	$727	$810	$812	$733	$665
7	$882	$934	$858	$880	$877	$768	$755
8	$1,065	$1,019	$988	$910	$923	$744	$791
MEAN	$898	$898	$834	$848	$853	$767	$754

Wealth	Supv. Bldg. & Grounds	Supv. Transp.	Supv. Food Service	Sec./ Cler.	Cust./ Maint.	Food Service Emp.	Para-profes-sional
1	$840	$796	$832	$785	$830	$713	$804
2	$972	$942	$884	$916	$909	$800	$700
3	$987	$993	$926	$913	$913	$846	$796
4	$889	$990	$764	$813	$824	$732	$726
5	$920	$936	$821	$896	$895	$790	$757
6	$847	$829	$832	$817	$809	$779	$774
7	$845	$733	$798	$806	$820	$729	$716
8	$862	$901	$808	$831	$822	$746	$762
MEAN	$898	$898	$834	$848	$853	$767	$754

TABLE 21

Pupil/Employee Ratios for 1977-1978 by Job Titles, State Totals*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	18,534	4,899	3,286	2,117	819	4,081.9	236
Supv. Transp.	14,770	6,275	4,121	2,934	1,362	5,334.1	99
Supv. of Food Service	18,534	4,249	2,931	1,772	335	3,628.0	223
Pupil/Sec., Clerical Staff	6,874	296	236	194	86	282.2	261
Pupil/Custodial	708	197	157	132	78	172.1	258
Pupil/Food Service	710	169	138	112	60	152.5	248
Pupil/ Paraprofessional	4,891	489	283	185	86	475.4	219

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

TABLE 22

Mean Number of Leave Days Provided, State Totals

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.0	10.1	15.6	1.9
Supv. Transp.	11.3	10.5	16.5	2.1
Supv. Food Service	10.2	9.6	16.0	1.9
Sec., Cler. Staff	10.8	10.8	14.8	1.9
Custodial Emp.	11.0	9.9	15.0	1.8
Food Srv. Emp.	9.1	7.2	10.5	1.8
Paraprofessional	9.2	8.2	10.2	1.8

TABLE 23

Mean Number of Leave Days Provided

	Size 1	Size 2	Size 3	Size 4	Size 5	Size 6	Size 7	Size 8
Supv. Bldg. & Grounds								
Sick	10.4	10.6	11.6	11.0	10.8	10.8	10.9	11.9
Holiday	9.1	9.3	9.8	9.8	10.4	10.3	9.9	11.4
Vacation	14.1	13.1	13.8	16.5	15.0	15.6	16.8	18.7
Personal	1.6	1.8	1.7	2.1	1.8	2.0	1.8	2.2
Supv. of Transp.								
Sick	12.0	11.2	10.8	10.8	10.8	11.2	11.1	12.1
Holiday	11.0	10.0	9.6	10.2	11.4	10.2	10.1	11.2
Vacation	16.0	11.8	13.3	15.4	17.2	16.9	17.1	18.5
Personal	--	2.2	1.9	2.1	2.0	2.0	2.3	2.3
Supv. Food Service								
Sick	9.9	9.7	9.2	9.7	10.3	10.4	10.5	11.5
Holiday	7.0	6.1	9.1	9.6	8.5	10.5	9.9	10.9
Vacation	10.4	15.0	10.8	17.8	13.3	15.3	16.5	20.3
Personal	1.7	1.8	1.7	1.9	2.2	1.8	2.0	2.3
Sec., Clerical Staff								
Sick	10.4	10.5	10.3	10.6	10.8	10.8	10.7	11.6
Holiday	11.7	9.8	10.7	10.0	11.2	10.4	10.8	11.6
Vacation	13.6	13.4	14.0	15.1	14.6	14.9	15.8	17.0
Personal	1.7	1.8	1.8	2.0	1.6	2.0	1.9	2.4
Cust., Maint.								
Sick	10.6	10.5	11.2	10.6	10.6	10.8	10.8	12.3
Holiday	9.0	9.3	9.5	9.4	10.5	9.9	10.1	11.5
Vacation	12.7	14.6	13.6	15.7	14.7	14.8	16.3	17.3
Personal	1.7	1.7	1.7	2.1	[illegible]	1.9	1.8	2.1
Food Service Emp.								
Sick	9.6	9.0	8.5	9.4	8.9	8.2	9.3	10.1
Holiday	6.4	5.9	6.8	6.6	7.6	6.9	8.4	8.3
Vacation	9.7	--	17.0	--	7.5	9.3	10.0	--
Personal	1.6	1.8	1.6	1.8	2.0	1.9	1.8	1.9
Paraprofessional								
Sick	9.2	8.9	8.7	9.4	8.8	8.7	9.6	10.3
Holiday	9.2	6.1	6.6	7.8	7.0	7.8	9.0	11.2
Vacation	5.0	--	14.5	10.0	--	6.5	12.5	10.0
Personal	1.7	1.5	1.6	1.8	2.0	2.1	1.9	2.1

TABLE 23 (Continued)

	Wealth 1	Wealth 2	Wealth 3	Wealth 4	Wealth 5	Wealth 6	Wealth 7	Wealth 8	Mean
Supv. Bldg. & Grounds									
Sick	11.0	11.1	11.1	11.5	11.1	10.9	10.4	11.1	11.0
Holiday	10.0	9.9	10.3	10.9	10.1	9.7	9.4	10.2	10.1
Vacation	16.2	16.8	16.6	16.6	15.6	14.6	14.3	13.6	15.6
Personal	2.2	2.2	1.8	1.8	1.9	2.1	1.7	1.6	1.9
Supv. of Transp.									
Sick	11.0	11.6	11.8	12.5	10.7	10.9	10.7	10.6	11.3
Holiday	10.7	10.1	11.0	12.3	8.8	10.1	10.0	9.8	10.5
Vacation	17.9	17.1	17.5	15.1	15.9	16.4	12.8	15.0	16.5
Personal	2.4	2.4	1.8	2.0	2.1	2.0	2.5	1.9	2.1
Supv. Food Service									
Sick	10.4	10.4	10.4	10.6	9.8	10.5	9.9	9.4	10.2
Holiday	9.6	10.3	9.3	12.0	8.8	9.2	8.6	8.0	9.6
Vacation	19.1	18.7	19.7	14.3	11.0	13.7	10.8	12.0	16.0
Personal	2.3	2.2	1.8	1.6	2.1	2.0	1.8	1.7	1.9
Sec., Clerical Staff									
Sick	10.8	10.7	11.1	11.1	11.0	10.7	10.3	10.0	10.8
Holiday	10.8	11.2	10.8	11.9	10.1	10.4	9.9	11.0	10.8
Vacation	15.5	16.0	16.7	14.4	15.0	13.8	13.2	13.9	14.8
Personal	2.2	2.2	1.9	1.8	2.0	1.8	1.8	1.7	1.9
Cust., Maint.									
Sick	11.5	10.7	11.0	11.1	11.1	10.7	10.4	10.9	11.0
Holiday	10.0	10.2	10.1	10.6	9.8	9.7	9.5	9.4	9.9
Vacation	15.4	16.3	16.4	15.5	15.4	13.2	14.0	13.6	15.0
Personal	1.9	2.0	1.9	1.7	1.9	1.9	1.8	1.7	1.8
Food Service Emp.									
Sick	8.9	8.2	9.5	9.6	9.4	9.6	9.4	8.6	9.1
Holiday	6.0	6.9	8.0	8.7	6.9	7.2	7.0	5.0	7.2
Vacation	5.0	10.0	17.5	7.5	8.0	9.5	9.5	12.5	10.5
Personal	2.1	1.3	1.9	1.8	1.9	1.8	1.7	1.6	1.8
Paraprofessional									
Sick	9.6	9.9	9.9	9.3	8.9	9.4	9.2	8.1	9.2
Holiday	9.6	7.8	8.9	8.9	8.0	7.0	8.1	6.4	8.2
Vacation	10.0	--	12.5	10.0	8.0	14.0	10.0	5.0	10.2
Personal	2.1	2.4	1.8	1.7	1.9	1.7	1.8	1.5	1.8

TABLE 24

Mean Pupil/Employee Ratios for 1977-1978 for Job Titles by District Size and Wealth

Size	Pupil/Sec., Clerical	Pupil/ Custodial	Pupil/Food Service	Pupil/ Paraprofessional
1	263.1	184.3	160.0	359.6
2	233.9	195.9	189.2	463.9
3	280.2	168.1	142.2	347.9
4	257.6	161.1	156.0	413.0
5	269.0	173.2	147.8	631.9
6	240.1	165.5	130.7	523.1
7	279.0	165.7	153.2	682.7
8	427.7	162.5	150.3	398.1
MEAN	282.2	172.1	152.5	475.4

Wealth	Pupil/Sec., Clerical	Pupil/ Custodial	Pupil/Food Service	Pupil/ Paraprofessional
1	192.3	160.1	150.8	463.4
2	233.9	158.1	164.5	723.0
3	264.5	167.8	159.4	382.2
4	257.5	169.1	145.9	406.1
5	466.9	185.5	158.9	666.9
6	260.4	173.6	131.5	372.7
7	285.5	169.4	171.1	452.3
8	300.4	195.7	139.5	365.5
MEAN	282.2	172.1	152.5	475.4

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TABLE 25

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical	56.7%	43.3%	30
Custodial	73.3%	26.7%	30
Food Service	60.0%	40.0%	30
Paraprofessional	26.7%	73.3%	30

TABLE 26

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.70	$4.26	$3.78	$3.48	$3.30	$3.93	27
Custodial	$5.40	$4.60	$4.07	$3.70	$2.95	$4.22	29
Food Service	$4.27	$3.53	$3.34	$3.10	$2.83	$3.38	29
Paraprofessional	$3.91	$3.70	$3.15	$2.90	$2.65	$3.25	20

TABLE 27

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.91	$3.50	$3.35	$2.70	$2.30	$3.26	20
Custodial	$4.91	$4.02	$3.20	$2.90	$2.65	$3.55	25
Food Service	$3.85	$3.34	$3.00	$2.70	$2.65	$3.10	26
Paraprofessional	$3.80	$3.18	$2.81	$2.65	$2.30	$3.01	15

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TABLE 28

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$28,700	$16,800	$15,000	$12,550	$11,426	$15,719	25
Supv. of Transp.	$30,905	$15,600	$12,022	$10,978	$ 8,688	$15,427	13
Supv. of Food Service	$19,000	$11,017	$ 8,837	$ 6,650	$ 5,418	$10,331	22
Secretary, Clercial Staff	$ 8,850	$ 7,800	$ 7,547	$ 6,600	$ 6,000	$ 7,472	15
Custodial Emp.	$11,232	$ 9,526	$ 8,923	$ 7,696	$ 6,597	$ 8,939	14
Food Srv. Emp.	$ 3,942	$ 3,600	$ 3,223	$ 3,056	$ 2,673	$ 3,402	9
Paraprofessional	$ 5,000	$ 3,996	$ 3,402	$ 1,963	$ 1,263	$ 3,482	10

TABLE 29

Work Week in Hours by Job Titles

Job Titles	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	35	39.8	26
Supv. of Transp.	40	40	40	40	35	39.3	12
Supv. of Food Service	40	40	40	35	30	37.7	27
Secretary, Clerical Staff	40	40	37	37	35	37.7	29
Custodial Emp.	40	40	40	40	37	39.8	28
Food Srv. Emp.	40	35	30	28	6[a]	30.4	25
Paraprofessional	37	35	30	30	6[a]	29.5	22

[a]The low number of hours reflects part-time employees.

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TABLE 30

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,089	$826	$767	$699	$614	$777	26
Supv. of Transp.	$ 997	$771	$756	$699	$664	$773	13
Supv. of Food Service	$1,089	$777	$767	$701	$265	$753	24
Secretary, Clerical Staff	$1,089	$826	$767	$699	$614	$777	26
Custodial Emp.	$1,089	$826	$767	$699	$614	$775	27
Food Srv. Emp.	$1,089	$787	$727	$660	$150	$713	26
Paraprofessional	$1,089	$787	$756	$660	$254	$731	18

TABLE 31

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$50,000	$15,400	$15,000	$10,000	$9,000	$16,807	27
Supv. of Transp.	$50,000	$15,000	$15,000	$12,000	$5,000	$17,231	13
Supv. of Food Service	$20,000	$15,000	$14,000	$10,000	$5,000	$13,260	25
Secretary, Clerical Staff	$18,000	$14,500	$10,000	$10,000	$5,000	$11,259	29
Custodial Emp.	$17,000	$14,000	$10,000	$ 9,000	$5,000	$11,050	30
Food Srv. Emp.	$17,000	$10,000	$10,000	$ 7,500	$2,000	$ 9,800	30
Paraprofessional	$18,000	$10,000	$10,000	$ 8,000	$5,000	$10,921	19

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TABLE 32

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,395	$1,083	$922	$816	$713	$969	26
Supv. of Transp.	$1,182	$ 975	$916	$831	$714	$954	13
Supv. of Food Service	$1,287	$1,064	$947	$816	$296	$939	24
Secretary, Clerical Staff	$1,182	$1,010	$890	$769	$ 14	$885	27
Custodial Emp.	$1,156	$1,010	$859	$769	$ 14	$875	28
Food Srv. Emp.	$1,134	$ 991	$797	$750	$ 14	$774	28
Paraprofessional	$1,163	$ 991	$838	$744	$ 14	$835	18

TABLE 33

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	12,841	3,874	3,126	2,206	1,097	3,785.1	27
Supv. of Transp.	11,315	3,774	3,126	2,587	2,044	3,868.5	12
Supv. of Food Service	12,841	3,751	2,830	1,896	828	3,542.8	27
Secretary, Clerical Staff	492	287	237	204	147	263.9	29
Custodial Emp.	455	197	138	121	108	170.5	28
Food Service Emp.	341	161	140	128	72	153.8	29
Paraprofessional	4,891	378	306	185	157	716.6	22

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 1

TABLE 34

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.1	9.7	16.4	2.0
Supv. of Transp.	11.4	9.5	16.0	1.9
Supv. of Food Service	10.2	8.4	10.0	2.1
Secretary, Clerical Staff	10.8	9.7	14.1	2.0
Custodial Emp.	10.7	9.8	14.4	2.1
Food Service Emp.	9.1	6.9	6.5	2.1
Paraprofessional	9.6	7.3	11.5	1.9

REGION 2

TABLE 35

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	81.8%	18.2%	22
Custodial	90.9%	9.1%	22
Food Service	40.9%	59.1%	22
Paraprofessional	50.0%	50.0%	22

TABLE 36

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.24	$4.91	$4.33	$3.97	$3.60	$4.47	17
Custodial	$5.52	$5.25	$5.00	$4.60	$4.00	$4.91	18
Food Service	$4.00	$3.50	$3.41	$3.34	$2.82	$3.42	17
Paraprofessional	$4.13	$3.30	$3.05	$2.96	$2.91	$3.29	11

TABLE 37

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.98	$3.78	$3.23	$2.65	$2.55	$3.54	17
Custodial	$5.25	$4.00	$3.75	$3.00	$2.65	$3.76	14
Food Service	$3.75	$3.28	$2.90	$2.40	$2.30	$2.96	14
Paraprofessional	$4.13	$3.10	$2.74	$2.65	$2.45	$3.00	14

REGION 2

TABLE 38

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$28,255	$21,477	$17,620	$15,500	$13,068	$18,937	20
Supv. of Transp.	$25,480	$17,362	$14,950	$13,020	$11,824	$16,144	10
Supv. of Food Service	$22,442	$17,362	$13,600	$ 8,400	$ 4,442[a]	$13,634	16
Secretary, Clerical Staff	$10,504	$ 9,893	$ 8,736	$ 7,735	$ 6,770	$ 8,915	12
Custodial Emp.	$12,625	$10,912	$ 9,728	$ 9,600	$ 6,000	$10,073	12
Food Srv. Emp.	$ 4,662	$ 3,550	$ 3,379	$ 2,520[a]	$ 2,520[a]	$ 3,537	5
Paraprofessional	$ 7,915	$ 4,158	$ 3,862	$ 1,800[a]	$ 1,800[a]	$ 4,584	6

[a]The low annual salary reflects part-time employees.

TABLE 39

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	55	40	40	40	35	40.9	19
Supv. of Transp.	40	40	40	35	20[a]	37.2	9
Supv. of Food Service	40	40	37	32	18[a]	35.4	17
Secretary, Clerical Staff	40	40	37	37	35	37.9	22
Custodial Emp.	40	40	40	40	37	39.9	22
Food Srv. Emp.	40	35	30	30	17[a]	31.6	16
Paraprofessional	37	35	30	25	11[a]	29.7	17

[a]The low number of hours worked reflects part-time employees.

REGION 2

TABLE 40

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$925	$894	$894	$855	$298	$843	19
Supv. of Transp.	$914	$894	$894	$810	$298	$816	9
Supv. of Food Service	$900	$894	$894	$602	$298	$771	16
Secretary, Clerical Staff	$900	$894	$894	$894	$298	$826	20
Custodial Emp.	$900	$894	$894	$673	$298	$803	21
Food Srv. Emp.	$900	$894	$894	$505	$109	$725	16
Paraprofessional	$894	$894	$894	$505	$249	$736	12

TABLE 41

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$78,800	$25,000	$20,000	$17,500	$13,000	$24,630	20
Supv. of Transp.	$57,100	$25,000	$20,000	$17,500	$15,000	$24,460	10
Supv. of Food Service	$44,700	$25,000	$15,000	$ 8,400	$ 3,500	$18,676	17
Secretary, Clerical Staff	$20,000	$15,000	$12,000	$10,000	$ 8,600	$13,025	20
Custodial Emp.	$20,000	$17,000	$13,500	$ 9,500	$ 6,000	$13,795	20
Food Srv. Emp.	$20,000	$10,000	$ 8,000	$ 3,500	$ 3,000	$ 9,140	15
Paraprofessional	$20,000	$15,000	$ 8,000	$ 5,600	$ 1,500	$11,015	13

REGION 2

TABLE 42

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,364	$1,193	$1,146	$946	$493	$1,095	20
Supv. of Transp.	$1,338	$1,177	$1,097	$935	$493	$1,073	10
Supv. of Food Service	$1,320	$1,149	$1,055	$911	$442	$1,006	17
Secretary, Clerical Staff	$1,294	$1,121	$ 983	$780	$493	$ 981	21
Custodial Emp.	$1,320	$1,119	$1,013	$911	$493	$ 994	22
Food Serv. Emp.	$1,294	$1,041	$ 946	$493	$100	$ 811	17
Paraprofessional	$1,166	$ 977	$ 910	$493	$ 19	$ 771	14

TABLE 43

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	9,905	6,368	4,855	2,687	1,945	5,151.3	20
Supv. of Transp.	9,905	5,757	5,229	2,277	1,988	5,745.0	10
Supv. of Food Service	9,905	5,700	2,850	1,988	716	4,597.5	17
Secretary, Clerical Staff	475	212	198	181	152	224.3	21
Custodial Emp.	285	139	120	108	104	139.2	21
Food Service Emp.	398	204	145	114	67	181.0	17
Paraprofessional	2,615	474	305	219	155	611.4	17

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 2

TABLE 44

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.1	10.7	18.8	2.5
Supv. of Transp.	11.7	11.0	19.0	2.4
Supv. of Food Service	10.5	10.0	20.0	2.6
Secretary, Clerical Staff	10.6	12.1	18.1	2.4
Custodial Emp.	10.7	11.1	18.2	2.3
Food Service Emp.	9.5	4.8	5.0	2.4
Paraprofessional	9.4	7.0	10.0	2.2

REGION 3

TABLE 45

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	31.3%	68.8%	16
Custodial	100.0%	0.0%	16
Food Service	68.8%	31.2%	16
Paraprofessional	43.8%	56.2%	16

TABLE 46

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.04	$4.37	$4.00	$3.60	$3.50	$4.13	11
Custodial	$5.24	$5.00	$4.51	$4.35	$3.80	$4.62	12
Food Service	$4.16	$3.58	$3.31	$3.25	$3.18	$3.53	13
Paraprofessional	$3.60	$3.30	$3.10	$3.00	$2.75	$3.17	8

TABLE 47

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.45	$3.59	$2.85	$2.65	$2.50	$3.24	8
Custodial	$4.56	$4.14	$3.50	$2.65	$2.50	$3.57	10
Food Service	$4.03	$3.30	$3.20	$3.15	$2.50	$3.28	8
Paraprofessional	$3.30	$3.10	$3.05	$2.75	$2.75	$3.04	7

REGION 3

TABLE 48

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$27,400	$19,300	$16,000	$14,105	$11,100	$17,152	12
Supv. of Transp.	$27,400	$14,000	$12,500	$ 3,000[a]	$ 3,000[a]	$14,835	5
Supv. of Food Service	$21,000	$15,440	$ 9,238	$ 6,481	$ 5,728	$11,943	11
Secretary, Clerical Staff	$ 9,122	$ 7,650	$ 7,535	$ 6,652	$ 5,790	$ 7,512	11
Custodial Emp.	$10,891	$ 9,776	$ 8,944	$ 8,000	$ 7,481	$ 9,114	11
Food Srv. Emp.	$ 5,440	$ 3,902	$ 3,582	$ 2,862	$ 1,620[a]	$ 3,612	10
Paraprofessional	$ 4,500	$ 3,974	$ 3,488	$ 3,019	$ 2,530	$ 3,566	8

[a]The low annual salary reflects part-time employees.

TABLE 49

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	40	40.0	13
Supv. of Transp.	40	40	40	40	40	40.0	5
Supv. of Food Service	40	40	38	35	30	37.9	11
Secretary, Clerical Staff	40	38	37	36	35	37.5	15
Custodial Emp.	44	40	40	40	35	39.9	16
Food Service Employee	40	35	30	25	21	31.0	15
Paraprofessional	38	35	30	25	20	30.4	12

REGION 3

TABLE 50

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,020	$855	$794	$741	$283	$780	14
Supv. of Transp.	$ 862	$797	$794	$283	$283	$718	5
Supv. of Food Service	$ 883	$855	$741	$623	$359	$749	11
Secretary, Clerical Staff	$1,085	$855	$794	$741	$621	$800	16
Custodial Emp.	$1,085	$855	$794	$741	$621	$800	16
Food Srv. Emp.	$ 862	$835	$741	$359	$259	$659	12
Paraprofessional	$ 835	$794	$741	$621	$259	$678	8

TABLE 51

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$25,000	$21,000	$20,000	$10,000	$10,000	$17,500	13
Supv. of Transp.	$21,500	$18,000	$13,000	$12,000	$12,000	$16,900	5
Supv. of Food Service	$21,500	$20,000	$12,000	$10,000	$ 5,000	$14,454	11
Secretary, Clerical Staff	$21,500	$13,500	$10,000	$ 7,000	$ 5,000	$10,953	15
Custodial Emp.	$21,500	$11,000	$10,000	$ 8,000	$ 4,000	$11,000	15
Food Srv. Emp.	$15,000	$10,000	$ 8,000	$ 5,000	$ 4,000	$ 8,363	11
Paraprofessional	$14,000	$10,000	$ 7,000	$ 4,500	$ 4,000	$ 8,312	8

REGION 3

TABLE 52

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,400	$1,110	$1,005	$834	$821	$1,030	14
Supv. of Transp.	$1,400	$1,068	$ 829	$822	$822	$1,062	5
Supv. of Food Service	$1,400	$1,083	$ 989	$834	$ 38	$ 910	12
Secretary, Clerical Staff	$1,350	$1,134	$ 978	$839	$813	$1,011	16
Custodial Emp.	$1,350	$1,134	$ 978	$824	$768	$1,007	16
Food Srv. Emp.	$1,350	$ 993	$ 881	$417	$274	$ 833	12
Paraprofessional	$1,350	$ 907	$ 805	$274	$ 36	$ 773	9

TABLE 53

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	11,948	6,242	4,681	3,273	1,622	5,621.8	13
Supv. of Transp.	11,948	6,275	5,975	4,105	4,105	7,104.0	6
Supv. of Food Service	11,948	4,961	3,121	720	664	4,432.6	11
Secretary, Clerical Staff	6,874	364	299	236	205	797.1	14
Custodial Emp.	286	159	147	113	82	156.7	14
Food Service Emp.	710	142	128	101	93	181.9	14
Paraprofessional	1,170	541	228	213	109	453.6	10

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 3

TABLE 54

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	10.6	11.3	17.1	2.4
Supv. of Transp.	11.2	10.3	18.0	2.8
Supv. of Food Service	9.9	11.4	13.3	2.4
Secretary, Clerical Staff	10.4	11.4	15.0	2.3
Custodial Emp.	10.5	11.4	16.7	2.0
Food Service Emp.	9.5	10.1	10.0	2.0
Paraprofessional	9.0	8.0	10.0	2.4

REGION 4

TABLE 55

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	29.6%	70.4%	27
Custodial	48.2%	51.8%	27
Food Service	44.4%	55.6%	27
Paraprofessional	29.6%	70.4%	27

TABLE 56

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.80	$4.19	$4.00	$3.60	$3.12	$4.02	19
Custodial	$4.80	$4.50	$4.16	$3.71	$3.05	$4.13	21
Food Service	$3.88	$3.46	$3.25	$3.00	$2.80	$3.31	22
Paraprofessional	$3.88	$3.37	$3.20	$2.97	$2.65	$3.25	17

TABLE 57

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$3.60	$3.50	$3.00	$2.80	$1.96	$3.09	12
Custodial	$4.73	$3.80	$3.30	$2.65	$2.30	$3.38	16
Food Service	$3.54	$3.31	$2.92	$2.65	$2.30	$3.01	19
Paraprofessional	$3.70	$3.13	$3.00	$2.70	$2.35	$2.98	12

REGION 4

TABLE 58

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$22,407	$15,800	$14,966	$11,738	$10,000	$14,717	20
Supv. of Transp.	--	--	$15,300	--	--	$15,300	1
Supv. of Food Service	$18,143	$ 8,617	$ 6,100	$ 5,200	$ 4,680	$ 7,598	19
Secretary, Clerical Staff	$ 9,900	$ 7,540	$ 7,314	$ 7,136	$ 5,250	$ 7,223	13
Custodial Emp.	$ 9,609	$ 8,300	$ 8,024	$ 7,600	$ 7,475	$ 8,348	10
Food Srv. Emp.	$ 4,601	$ 3,872	$ 3,478	$ 3,240	$ 3,240	$ 3,752	7
Paraprofessional	$ 4,795	$ 4,760	$ 3,351	$ 1,125[a]	$ 1,125[a]	$ 3,591	7

[a]The low annual salary reflects part-time employees.

TABLE 59

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	44	40	40	40	37	39.9	20
Supv. of Transp.	--	--	40	--	--	40.0	1
Supv. of Food Service	48	40	35	35	27	36.6	20
Secretary, Clerical Staff	40	40	37	37	32	37.7	27
Custodial Emp.	40	40	40	40	37	39.8	24
Food Srv. Emp.	48	35	30	30	16[a]	31.9	22
Paraprofessional	48	37	32	20	5[a]	30.1	21

[a]The low number of hours worked reflects part-time employees.

REGION 4

TABLE 60

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,061	$828	$804	$756	$264	$787	20
Supv. of Transp.	$ 810	$810	$810	$810	$810	$810	1
Supv. of Food Service	$1,020	$817	$804	$696	$264	$759	20
Secretary, Clerical Staff	$1,020	$817	$806	$756	$264	$786	26
Custodial Emp.	$1,020	$817	$804	$735	$264	$783	25
Food Srv. Emp.	$1,020	$813	$790	$690	$250	$755	25
Paraprofessional	$1,020	$868	$809	$690	$264	$778	16

TABLE 61

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$24,000	$12,000	$10,000	$ 7,000	$ 5,000	$10,523	21
Supv. of Transp.	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000	1
Supv. of Food Service	$18,000	$11,000	$10,000	$ 6,000	$ 3,000	$ 9,642	21
Secretary, Clerical Staff	$26,400	$10,000	$10,000	$ 8,000	$ 5,000	$10,150	26
Custodial Emp.	$13,000	$10,000	$10,000	$ 7,000	$ 5,000	$ 8,942	26
Food Srv. Emp.	$13,000	$10,000	$ 9,000	$ 5,000	$ 2,500	$ 8,260	25
Paraprofessional	$26,400	$12,000	$10,000	$ 7,500	$ 3,000	$10,400	16

REGION 4

TABLE 62

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,139	$1,011	$ 863	$ 783	$ 303	$ 880	21
Supv. of Transp.	$1,037	$1,037	$1,037	$1,037	$1,037	$1,037	1
Supv. of Food Service	$1,150	$ 959	$ 839	$ 750	$ 20	$ 822	22
Secretary, Clerical Staff	$1,150	$ 979	$ 860	$ 783	$ 303	$ 885	27
Custodial Emp.	$1,150	$ 945	$ 846	$ 783	$ 303	$ 869	26
Food Srv. Emp.	$1,150	$ 959	$ 834	$ 778	$ 279	$ 842	25
Paraprofessional	$1,074	$1,029	$ 870	$ 778	$ 292	$ 873	16

TABLE 63

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	10,372	3,138	2,236	1,524	827	2,883.6	21
Supv. of Transp.	--	--	5,319	--	--	5,319.0	1
Supv. of Food Service	10,372	2,236	1,524	760	335	2,127.1	22
Secretary, Clerical Staff	827	322	274	192	138	293.2	26
Custodial Emp.	414	209	170	142	110	185.3	26
Food Service Emp.	349	156	141	118	87	158.1	26
Paraprofessional	2,374	433	203	137	125	495.0	21

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 4

TABLE 64

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.5	10.1	14.8	1.7
Supv. of Transp.	12.0	11.0	15.0	1.0
Supv. of Food Service	9.5	7.1	10.0	1.5
Secretary, Clerical Staff	11.1	11.0	13.1	1.6
Custodial Emp.	11.4	9.5	13.4	1.6
Food Service Emp.	8.7	7.3	10.0	1.6
Paraprofessional	9.1	7.7	--	1.6

REGION 5

TABLE 65

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	37.9%	62.1%	29
Custodial	62.1%	37.9%	29
Food Service	41.4%	58.6%	29
Paraprofessional	27.6%	72.4%	29

TABLE 66

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.73	$4.18	$3.85	$3.52	$2.75	$3.89	20
Custodial	$4.66	$4.32	$4.10	$3.80	$3.42	$4.12	21
Food Service	$4.71	$3.60	$3.35	$3.08	$2.80	$3.42	24
Paraprofessional	$4.39	$3.54	$3.35	$3.04	$2.75	$3.39	20

TABLE 67

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.05	$3.33	$3.20	$2.65	$2.60	$3.16	13
Custodial	$5.41	$3.68	$3.05	$2.75	$2.65	$3.34	16
Food Service	$4.25	$3.24	$2.95	$2.83	$2.65	$3.07	21
Paraprofessional	$4.39	$3.00	$2.83	$2.65	$2.65	$3.07	13

REGION 5

TABLE 68

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$18,297	$14,500	$12,400	$11,200	$8,000	$12,979	26
Supv. of Transp.	$27,504	$18,730	$10,900	$ 5,000[a]	$5,000[a]	$14,117	10
Supv. of Food Service	$17,580	$10,700	$ 9,500	$ 7,663	$4,061	$10,052	23
Secretary, Clerical Staff	$14,100	$ 8,319	$ 7,274	$ 6,847	$5,605	$ 7,805	24
Custodial Emp.	$10,700	$ 8,999	$ 8,316	$ 7,500	$5,000	$ 8,366	23
Food Srv. Emp.	$ 5,086	$ 4,116	$ 3,564	$ 2,814	$2,254[a]	$ 3,630	15
Paraprofessional	$ 6,500	$ 5,271	$ 3,985	$ 2,541	$2,345[a]	$ 4,339	14

[a]The low annual salary reflects part-time employees.

TABLE 69

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	50	40	40	40	35	40.5	25
Supv. of Transp.	40	40	40	35	35	38.2	10
Supv. of Food Service	40	40	40	35	30	37.4	22
Secretary, Clerical Staff	40	37	35	35	32	36.4	28
Custodial Emp.	44	40	40	40	21[a]	39.3	28
Food Srv. Emp.	40	32	30	27	12[a]	29.2	25
Paraprofessional	37	35	30	20	5[a]	27.8	23

[a]The low number of hours worked reflects part-time employees.

REGION 5

TABLE 70

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,618	$857	$814	$718	$649	$856	25
Supv. of Transp.	$1,158	$857	$718	$702	$229	$792	9
Supv. of Food Service	$1,062	$841	$749	$702	$592	$799	23
Secretary, Clerical Staff	$1,062	$861	$830	$710	$523	$815	28
Custodial Emp.	$1,079	$873	$830	$718	$592	$831	28
Food Srv. Emp.	$1,062	$840	$746	$702	$295	$756	24
Paraprofessional	$1,062	$861	$710	$610	$244	$776	17

TABLE 71

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$20,000	$14,000	$13,000	$10,000	$8,000	$12,604	24
Supv. of Transp.	$20,000	$15,000	$14,000	$12,000	$9,000	$14,222	9
Supv. of Food Service	$20,000	$14,000	$12,000	$10,000	$8,000	$12,357	21
Secretary, Clerical Staff	$20,000	$14,000	$12,000	$10,000	$8,000	$12,307	26
Custodial Emp.	$20,000	$14,000	$12,000	$10,000	$8,000	$12,153	26
Food Srv. Emp.	$20,000	$14,000	$10,000	$10,000	$7,000	$11,857	21
Paraprofessional	$20,000	$12,000	$10,000	$ 8,000	$5,000	$11,357	14

REGION 5

TABLE 72

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,865	$1,034	$894	$819	$684	$974	25
Supv. of Transp.	$1,184	$ 972	$860	$745	$271	$879	9
Supv. of Food Service	$1,543	$ 976	$860	$745	$639	$901	23
Secretary, Clerical Staff	$1,543	$1,021	$894	$819	$555	$939	28
Custodial Emp.	$1,543	$1,060	$900	$819	$644	$955	28
Food Srv. Emp.	$1,543	$ 984	$860	$720	$295	$880	23
Paraprofessional	$1,543	$1,060	$860	$643	$273	$897	16

TABLE 73

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	14,494	4,365	2,922	1,692	908	3,594.7	26
Supv. of Transp.	12,392	3,984	3,094	2,333	1,362	5,102.4	9
Supv. of Food Service	11,886	3,302	2,702	1,671	547	3,108.9	24
Secretary, Clerical Staff	681	321	248	200	130	279.5	28
Custodial Emp.	448	183	160	117	78	169.1	28
Food Service Emp.	450	163	137	112	104	159.4	26
Paraprofessional	2,401	442	330	174	126	451.7	24

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 5

TABLE 74

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.0	10.2	14.7	1.8
Supv. of Transp.	10.1	10.4	15.9	2.4
Supv. of Food Service	10.3	9.9	14.3	2.0
Secretary, Clerical Staff	10.8	10.6	14.1	2.0
Custodial Emp.	10.9	9.4	13.8	2.0
Food Service Emp.	10.1	7.9	14.0	1.9
Paraprofessional	9.3	10.0	14.0	1.9

REGION 6

TABLE 75

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	46.9%	53.1%	32
Custodial	62.5%	37.5%	32
Food Service	40.6%	59.4%	32
Paraprofessional	25.0%	75.0%	32

TABLE 76

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.36	$4.66	$4.40	$3.90	$3.23	$4.39	26
Custodial	$5.37	$5.01	$4.62	$4.30	$3.42	$4.63	27
Food Service	$4.05	$3.55	$3.40	$3.10	$2.70	$3.40	23
Paraprofessional	$5.86	$3.70	$3.35	$3.08	$2.90	$3.63	21

TABLE 77

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.06	$3.57	$3.20	$2.95	$2.65	$3.43	19
Custodial	$5.37	$3.86	$3.50	$3.13	$2.70	$3.66	19
Food Service	$3.73	$3.20	$3.10	$2.76	$2.40	$3.09	25
Paraprofessional	$4.30	$3.15	$3.05	$2.95	$2.65	$3.17	16

REGION 6

TABLE 78

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$30,286	$24,080	$19,275	$13,600	$12,000	$19,464	26
Supv. of Transp.	$25,028	$18,875	$15,511	$13,412	$ 8,532	$16,447	20
Supv. of Food Service	$26,128	$20,965	$13,880	$ 8,498	$ 4,838	$15,174	23
Secretary, Clerical Staff	$10,860	$ 8,652	$ 8,216	$ 7,320	$ 5,900	$ 8,278	18
Custodial Emp.	$12,376	$10,000	$ 9,322	$ 8,346	$ 6,566	$ 9,496	13
Food Srv. Emp.	$ 4,904	$ 4,584	$ 3,672	$ 1,701[a]	$ 1,560[a]	$ 3,612	8
Paraprofessional	$ 8,941	$ 4,090	$ 3,459	$ 2,840[a]	$ 2,412[a]	$ 4,441	9

[a]The low annual salary reflects part-time employees.

TABLE 79

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	55	40	40	37	35	39.9	27
Supv. of Transp.	50	40	40	37	18[a]	38.7	20
Supv. of Food Service	40	40	37	35	30	37.3	25
Secretary, Clerical Staff	40	37	37	35	35	36.9	32
Custodial Emp.	45	40	40	40	37	40.0	31
Food Srv. Emp.	40	32	30	25	15[a]	29.3	26
Paraprofessional	40	35	32	30	13[a]	31.7	26

[a]The low number of hours worked reflects part-time employees.

REGION 6

TABLE 80

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,596	$891	$766	$724	$359	$863	26
Supv. of Transp.	$1,355	$766	$725	$600	$359	$789	19
Supv. of Food Service	$1,596	$945	$747	$724	$359	$865	23
Secretary, Clerical Staff	$1,596	$786	$738	$675	$359	$783	30
Custodial Emp.	$1,596	$857	$747	$722	$359	$830	29
Food Srv. Emp.	$1,596	$786	$738	$385	$251	$745	23
Paraprofessional	$1,286	$747	$722	$506	$251	$683	21

TABLE 81

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$50,000	$26,000	$19,000	$12,000	$8,000	$21,803	28
Supv. of Transp.	$44,000	$17,000	$14,000	$10,000	$7,700	$16,861	21
Supv. of Food Service	$44,000	$22,500	$15,000	$10,000	$2,400	$19,052	25
Secretary, Clerical Staff	$14,000	$10,000	$10,000	$ 8,000	$4,300	$ 9,612	32
Custodial Emp.	$14,000	$10,000	$10,000	$ 8,500	$4,200	$ 9,553	30
Food Srv. Emp.	$12,000	$10,000	$ 8,000	$ 5,000	$ 800	$ 7,316	24
Paraprofessional	$14,000	$10,000	$ 8,000	$ 5,000	$1,900	$ 7,619	21

REGION 6

TABLE 82

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,945	$1,263	$1,120	$919	$ 32	$1,083	26
Supv. of Transp.	$1,474	$1,124	$ 949	$790	$ 32	$ 964	19
Supv. of Food Service	$1,945	$1,221	$1,037	$904	$ 32	$1,066	23
Secretary, Clerical Staff	$1,945	$1,083	$ 949	$802	$ 32	$ 962	29
Custodial Emp.	$1,945	$1,086	$ 949	$839	$ 32	$ 995	29
Food Srv. Emp.	$1,945	$ 978	$ 791	$536	$265	$ 859	23
Paraprofessional	$1,418	$ 974	$ 884	$770	$352	$ 871	20

TABLE 83

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	18,534	7,248	4,256	2,409	1,121	5,696.7	27
Supv. of Transp.	13,826	7,389	4,256	2,869	2,249	5,821.6	19
Supv. of Food Service	18,534	7,389	4,538	3,139	717	5,958.9	24
Secretary, Clerical Staff	288	219	190	155	137	193.5	29
Custodial Emp.	554	163	145	132	100	172.1	29
Food Service Emp.	415	169	149	111	98	160.1	26
Paraprofessional	3,772	568	349	198	86	587.4	24

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 6

TABLE 84

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	11.4	11.8	16.6	2.4
Supv. of Transp.	11.1	12.3	17.7	2.5
Supv. of Food Service	11.0	11.8	20.9	2.3
Secretary, Clerical Staff	11.2	12.6	17.2	2.5
Custodial Emp.	11.8	11.1	17.0	2.1
Food Service Emp.	8.9	7.1	20.0	1.9
Paraprofessional	10.3	10.3	10.0	2.4

REGION 7

TABLE 85

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	14.3%	85.7%	14
Custodial	21.4%	78.6%	14
Food Service	14.3%	85.7%	14
Paraprofessional	7.1%	92.9%	14

TABLE 86

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.43	$4.29	$4.11	$3.64	$3.46	$4.10	11
Custodial	$5.93	$4.25	$4.11	$3.64	$3.60	$4.22	12
Food Service	$4.50	$3.41	$3.23	$3.19	$3.10	$3.46	9
Paraprofessional	$5.49	$3.45	$3.40	$3.07	$3.07	$3.71	6

TABLE 87

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.29	$3.36	$3.08	$2.80	$2.65	$3.29	10
Custodial	$4.90	$3.65	$3.50	$3.00	$2.75	$3.59	10
Food Service	$3.41	$3.17	$2.97	$2.70	$2.50	$2.97	8
Paraprofessional	$4.08	$3.45	$2.75	$2.50	$2.50	$3.19	7

REGION 7

TABLE 88

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$18,150	$14,750	$13,932	$11,500	$11,300	$14,146	13
Supv. of Transp.	$13,910	$12,925	$12,000	$10,900	$10,900	$12,532	7
Supv. of Food Service	$16,238	$11,000	$ 9,824	$ 6,500	$ 5,892	$10,091	11
Secretary, Clerical Staff	$10,000	$ 9,105	$ 8,520	$ 7,500	$ 7,500	$ 8,691	6
Custodial Emp.	$12,338	$10,104	$ 8,478	$ 7,571	$ 7,571	$ 9,382	6
Food Srv. Emp.	--	--	$ 3,974[a]	--	--	$ 3,974	1
Paraprofessional	$ 4,030	$ 4,000	$ 3,813	$ 2,484[a]	$ 2,484[a]	$ 3,582	4

[a]The low annual salary reflects part-time employees.

TABLE 89

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	45	40	40	40	37	39.9	14
Supv. of Transp.	45	40	40	40	37	40.3	8
Supv. of Food Service	40	40	40	35	35	38.4	11
Secretary, Clerical Staff	40	40	37	35	35	37.5	13
Custodial Emp.	40	40	40	40	37	39.8	12
Food Srv. Emp.	35	35	32	25	25	31.3	11
Paraprofessional	35	32	20	12[a]	12[a]	24.6	10

[a]The low number of hours worked reflects part-time employees.

REGION 7

TABLE 90

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,255	$716	$602	$518	$367	$671	11
Supv. of Transp.	$1,255	$709	$535	$367	$367	$672	7
Supv. of Food Service	$ 775	$690	$605	$367	$190	$576	10
Secretary, Clerical Staff	$1,255	$716	$605	$454	$367	$673	11
Custodial Emp.	$1,255	$716	$605	$418	$367	$670	11
Food Srv. Emp.	$ 775	$709	$605	$346	$189	$590	9
Paraprofessional	$ 775	$518	$346	$ 39	$ 39	$430	6

TABLE 91

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$32,500	$10,000	$10,000	$7,500	$7,000	$12,923	13
Supv. of Transp.	$19,500	$15,000	$10,000	$7,000	$7,000	$12,833	6
Supv. of Food Service	$25,500	$10,000	$10,000	$7,000	$4,500	$11,625	12
Secretary, Clerical Staff	$15,000	$10,000	$10,000	$7,500	$7,000	$ 9,961	13
Custodial Emp.	$15,000	$10,000	$10,000	$7,500	$7,000	$10,115	13
Food Srv. Emp.	$15,000	$10,000	$ 7,500	$5,000	$3,500	$ 8,400	10
Paraprofessional	$15,000	$10,000	$ 7,500	$5,000	$3,000	$ 8,312	8

REGION 7

TABLE 92

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,306	$804	$792	$718	$639	$839	10
Supv. of Transp.	$1,306	$818	$813	$718	$718	$921	6
Supv. of Food Service	$ 818	$781	$720	$696	$268	$705	9
Secretary, Clerical Staff	$1,306	$804	$792	$718	$479	$805	10
Custodial Emp.	$1,306	$800	$781	$626	$449	$783	10
Food Srv. Emp.	$ 818	$792	$720	$365	$271	$671	9
Paraprofessional	$ 800	$718	$271	$ 42	$ 42	$431	7

TABLE 93

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	14,770	4,979	3,405	2,231	1,966	4,370.2	14
Supv. of Transp.	14,770	5,417	4,979	3,405	2,374	5,658.3	8
Supv. of Food Service	5,556	4,979	2,828	2,061	1,240	3,589.8	12
Secretary, Clerical Staff	465	249	201	182	172	254.2	13
Custodial Emp.	266	189	168	137	115	169.2	12
Food Service Emp.	208	129	112	102	98	127.8	10
Paraprofessional	598	219	197	124	111	252.7	10

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 7

TABLE 94

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	12.6	9.1	13.1	1.3
Supv. of Transp.	14.1	9.6	14.4	1.5
Supv. of Food Service	11.2	7.7	21.7	1.0
Secretary, Clerical Staff	12.5	9.9	12.9	1.8
Custodial Emp.	12.5	8.9	12.9	1.0
Food Service Emp.	8.8	7.5	15.0	1.0
Paraprofessional	10.3	9.0	15.0	1.0

REGION 8

TABLE 95

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	14.7%	85.3%	34
Custodial	26.5%	73.5%	34
Food Service	11.8%	88.2%	34
Paraprofessional	11.8%	88.2%	34

TABLE 96

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.65	$4.28	$4.05	$3.76	$3.23	$4.07	32
Custodial	$5.05	$4.22	$3.86	$3.67	$2.75	$2.92	32
Food Service	$4.32	$3.44	$3.27	$3.04	$2.78	$3.30	30
Paraprofessional	$3.94	$3.40	$3.23	$2.95	$2.60	$3.25	26

TABLE 97

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.00	$3.70	$3.48	$3.00	$2.85	$3.41	20
Custodial	$3.74	$3.35	$3.21	$2.96	$2.73	$3.22	25
Food Service	$3.40	$3.09	$2.90	$2.70	$2.48	$2.94	27
Paraprofessional	$3.25	$3.09	$2.90	$2.80	$2.65	$2.96	14

REGION 8

TABLE 98

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$26,348	$16,446	$15,547	$13,300	$11,253	$15,695	29
Supv. of Transp.	$18,000	$16,100	$12,455	$11,000	$ 9,600	$13,283	12
Supv. of Food Service	$20,000	$12,751	$10,657	$ 7,500	$ 3,779[a]	$10,896	25
Secretary, Clerical Staff	$ 8,235	$ 7,626	$ 7,115	$ 6,795	$ 6,718	$ 7,358	8
Custodial Emp.	$10,007	$ 8,386	$ 7,845	$ 7,000	$ 6,944	$ 8,227	9
Food Srv. Emp.	$ 4,650	$ 3,400	$ 2,752[a]	$ 2,752[a]	$ 2,752[a]	$ 3,601	3
Paraprofessional	$ 5,364	$ 4,680	$ 3,276	$ 2,600[a]	$ 2,600[a]	$ 3,980	4

[a]The low annual salary reflects part-time employees.

TABLE 99

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	45	40	40	40	37	40.1	30
Supv. of Transp.	40	40	40	37	10[a]	35.1	12
Supv. of Food Service	40	40	37	35	30	36.9	28
Secretary, Clerical Staff	40	37	37	35	35	37.2	34
Custodial Emp.	44	40	40	40	8[a]	39.2	34
Food Srv. Emp.	36	30	30	30	6[a]	29.9	30
Paraprofessional	40	35	30	30	5[a]	30.2	28

[a]The low number of hours worked reflects part-time employees.

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TABLE 100

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$909	$633	$554	$496	$267	$578	31
Supv. of Transp.	$909	$597	$553	$496	$267	$579	13
Supv. of Food Service	$767	$633	$554	$496	$267	$566	27
Secretary, Clerical Staff	$909	$635	$582	$528	$414	$597	33
Custodial Emp.	$909	$635	$571	$523	$395	$591	33
Food Srv. Emp.	$786	$635	$567	$496	$395	$580	30
Paraprofessional	$767	$597	$546	$458	$223	$536	24

TABLE 101

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$35,000	$10,500	$10,000	$5,000	$3,700	$10,641	29
Supv. of Transp.	$17,000	$10,000	$10,000	$7,500	$5,000	$10,008	12
Supv. of Food Service	$15,000	$10,000	$ 8,000	$5,000	$3,000	$ 8,262	27
Secretary, Clerical Staff	$10,500	$10,000	$ 7,500	$5,000	$3,700	$ 7,458	31
Custodial Emp.	$10,500	$ 9,000	$ 7,500	$5,000	$3,700	$ 7,135	31
Food Srv. Emp.	$10,500	$ 8,000	$ 6,000	$4,000	$1,800	$ 6,615	26
Paraprofessional	$10,000	$ 8,000	$ 6,000	$4,000	$2,400	$ 6,530	20

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TABLE 102

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$959	$712	$635	$549	$370	$643	31
Supv. of Transp.	$959	$652	$592	$573	$322	$653	13
Supv. of Food Service	$959	$691	$592	$505	$ 24	$578	29
Secretary, Clerical Staff	$949	$700	$635	$566	$433	$646	33
Custodial Emp.	$949	$700	$634	$550	$433	$636	33
Food Srv. Emp.	$812	$685	$597	$545	$433	$614	30
Paraprofessional	$781	$685	$571	$493	$248	$573	24

TABLE 103

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	13,804	4,705	3,702	2,642	1,004	4,536.9	31
Supv. of Transp.	13,804	8,844	4,123	3,659	2,027	6,141.6	12
Supv. of Food Service	13,804	4,435	3,702	2,642	636	4,360.5	30
Secretary, Clerical Staff	386	254	212	179	86	229.1	33
Custodial Emp.	286	185	159	137	83	167.4	33
Food Service Emp.	245	156	125	101	73	133.9	33
Paraprofessional	1,109	489	284	202	91	384.3	30

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

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TABLE 104

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	10.8	9.0	15.0	1.7
Supv. of Transp.	11.3	9.0	15.0	2.0
Supv. of Food Service	10.0	8.7	13.6	1.7
Secretary, Clerical Staff	10.7	9.7	15.0	1.6
Custodial Emp.	10.7	9.3	14.8	1.7
Food Service Emp.	8.8	6.7	5.0	1.7
Paraprofessional	9.0	8.0	--	1.6

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TABLE 105

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	13.0%	87.0%	23
Custodial	30.4%	69.6%	23
Food Service	26.1%	73.9%	23
Paraprofessional	21.7%	78.3%	23

TABLE 106

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.50	$4.00	$3.84	$3.40	$3.20	$3.77	20
Custodial	$4.40	$3.83	$3.70	$3.55	$2.95	$3.68	21
Food Service	$3.76	$3.40	$3.25	$2.94	$2.50	$3.21	21
Paraprofessional	$3.70	$3.25	$3.00	$2.95	$2.80	$3.13	19

TABLE 107

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$3.95	$3.15	$3.00	$2.80	$2.65	$3.11	15
Custodial	$3.90	$3.40	$3.00	$2.90	$2.65	$3.22	15
Food Service	$3.40	$3.15	$3.00	$2.65	$2.65	$2.97	20
Paraprofessional	$3.30	$3.00	$2.99	$2.65	$2.65	$2.96	15

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TABLE 108

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$14,867	$12,750	$11,000	$ 9,425	$ 8,500	$11,544	15
Supv. of Transp.	$14,011	$ 9,500	$ 8,548	$ 5,700[a]	$ 5,700[a]	$ 9,537	7
Supv. of Food Service	$20,000	$ 8,350	$ 7,901	$ 6,960	$ 5,348	$ 8,694	12
Secretary, Clerical Staff	$ 8,020	$ 7,134	$ 6,500	$ 6,000	$ 4,700	$ 6,710	11
Custodial Emp.	$ 9,800	$ 8,000	$ 7,696	$ 7,439	$ 7,415	$ 7,955	11
Food Srv. Emp.	$ 3,800	$ 3,650	$ 3,618	$ 3,060	$ 3,060	$ 3,474	6
Paraprofessional	$ 4,680	$ 3,650	$ 3,400	$ 2,778[a]	$ 2,778[a]	$ 3,632	7

[a]The low annual salary reflects part-time employees.

TABLE 109

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	40	40.0	17
Supv. of Transp.	40	40	37	20[a]	16[a]	33.1	8
Supv. of Food Service	40	38	35	32	30	35.8	13
Secretary, Clerical Staff	40	37	36	35	30	36.1	22
Custodial Emp.	45	40	40	40	37	40.2	21
Food Srv. Emp.	37	30	30	25	20	29.4	20
Paraprofessional	37	35	30	22	17	29.3	19

[a]The low number of hours worked reflects part-time employees.

REGION 9

TABLE 110

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$827	$752	$596	$538	$281	$629	16
Supv. of Transp.	$827	$752	$575	$512	$396	$624	8
Supv. of Food Service	$781	$752	$582	$540	$396	$628	12
Secretary, Clerical Staff	$840	$751	$576	$538	$230	$610	21
Custodial Emp.	$840	$752	$596	$540	$281	$635	20
Food Srv. Emp.	$781	$750	$540	$372	$230	$561	15
Paraprofessional	$827	$750	$575	$461	$230	$576	12

TABLE 111

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$23,000	$10,000	$10,000	$7,500	$5,000	$10,392	14
Supv. of Transp.	$15,000	$13,000	$10,000	$5,000	$5,000	$11,333	6
Supv. of Food Service	$15,000	$10,000	$10,000	$5,000	$5,000	$ 9,200	10
Secretary, Clerical Staff	$15,000	$10,000	$10,000	$6,500	$5,000	$ 9,305	18
Custodial Emp.	$15,000	$10,000	$10,000	$6,500	$5,000	$ 9,264	17
Food Srv. Emp.	$15,000	$10,000	$ 8,000	$6,500	$5,000	$ 8,708	12
Paraprofessional	$15,000	$10,000	$10,000	$6,500	$5,000	$ 9,333	12

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TABLE 112

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,401	$799	$736	$585	$308	$745	16
Supv. of Transp.	$1,188	$799	$736	$578	$396	$772	8
Supv. of Food Service	$1,082	$786	$736	$582	$396	$707	12
Secretary, Clerical Staff	$1,100	$799	$642	$578	$258	$677	20
Custodial Emp.	$1,149	$806	$736	$585	$308	$729	20
Food Srv. Emp.	$ 840	$776	$608	$396	$258	$625	15
Paraprofessional	$1,100	$799	$671	$564	$258	$703	13

TABLE 113

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	5,440	3,639	2,560	1,728	907	2,818.2	17
Supv. of Transp.	5,440	3,639	2,829	2,404	2,404	3,459.2	7
Supv. of Food Service	5,440	3,639	2,829	1,530	864	2,898.1	14
Secretary, Clerical Staff	378	306	227	194	120	250.2	20
Custodial Emp.	306	202	170	142	84	172.7	20
Food Srv. Emp.	385	171	139	109	60	149.1	20
Paraprofessional	528	247	200	121	92	238.5	18

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

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TABLE 114

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. and Grounds	10.2	9.7	13.2	1.7
Supv. of Transp.	10.5	10.8	13.7	1.6
Supv. of Food Service	9.9	9.8	15.0	1.6
Secretary, Clerical Staff	10.4	10.6	13.2	1.6
Custodial Emp.	10.3	9.7	13.1	1.6
Food Service Emp.	8.7	5.5	14.0	1.4
Paraprofessional	8.3	6.4	--	1.4

REGION 10

TABLE 115

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	28.6%	71.4%	28
Custodial	53.6%	46.4%	28
Food Service	42.9%	57.1%	28
Paraprofessional	39.3%	60.7%	28

TABLE 116

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.49	$4.14	$3.75	$3.50	$2.74	$3.84	18
Custodial	$4.65	$4.01	$3.88	$3.63	$2.64	$3.89	19
Food Service	$4.00	$3.40	$3.30	$3.00	$2.75	$3.29	21
Paraprofessional	$3.50	$3.30	$3.10	$2.85	$2.53	$3.10	22

TABLE 117

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$3.91	$3.13	$3.00	$2.65	$2.40	$3.08	14
Custodial	$4.01	$3.25	$3.00	$2.64	$2.50	$3.03	17
Food Service	$3.55	$3.10	$3.05	$2.70	$2.15	$2.95	22
Paraprofessional	$3.30	$2.97	$2.70	$2.53	$2.20	$2.77	14

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TABLE 118

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$17,000	$13,240	$11,700	$10,120	$ 6,600[a]	$12,043	18
Supv. of Transp.	$21,816	$13,466	$13,466	$13,466	$13,466	$17,641	2
Supv. of Food Service	$13,176	$ 9,000	$ 6,811	$ 5,103	$ 4,187	$ 7,674	20
Secretary, Clerical Staff	$ 9,144	$ 7,872	$ 7,340	$ 6,800	$ 5,418	$ 7,442	16
Custodial Emp.	$10,782	$ 9,492	$ 7,826	$ 7,330	$ 7,310	$ 8,544	15
Food Srv. Emp.	$ 4,788	$ 4,163	$ 3,558	$ 3,276	$ 3,272	$ 3,877	10
Paraprofessional	$ 6,474	$ 3,958	$ 3,721	$ 3,528	$ 2,029[a]	$ 3,944	9

[a]The low annual salary reflects part-time employees.

TABLE 119

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	37	39.9	20
Supv. of Transp.	40	37	37	37	37	38.5	2
Supv. of Food Service	40	40	37	35	27	37.1	22
Secretary, Clerical Staff	40	40	37	37	35	38.2	26
Custodial Emp.	40	40	40	40	37	39.8	26
Food Srv. Emp.	40	37	35	30	7[a]	32.8	24
Paraprofessional	37	35	32	30	6[a]	31.0	23

[a]The low number of hours reflects part-time employees.

REGION 10

TABLE 120

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$833	$741	$695	$678	$436	$706	20
Supv. of Transp.	$833	$818	$678	$678	$678	$776	3
Supv. of Food Service	$847	$810	$678	$602	$228	$647	20
Secretary, Clerical Staff	$847	$818	$696	$608	$168	$696	27
Custodial Emp.	$847	$810	$696	$678	$507	$710	27
Food Srv. Emp.	$847	$810	$695	$531	$228	$656	77
Paraprofessional	$847	$810	$695	$608	$ 27	$681	19

TABLE 121

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$34,000	$10,000	$10,000	$ 8,000	$ 3,000	$11,000	20
Supv. of Transp.	$26,000	$25,000	$25,000	$25,000	$25,000	$25,500	2
Supv. of Food Service	$12,000	$10,000	$10,000	$ 6,000	$ 3,000	$ 8,736	19
Secretary, Clerical Staff	$16,200	$10,000	$10,000	$ 7,000	$ 3,000	$ 9,068	25
Custodial Emp.	$15,800	$10,000	$10,000	$ 8,000	$ 3,000	$ 9,052	25
Food Srv. Emp.	$12,000	$10,000	$10,000	$ 6,000	$ 3,000	$ 8,605	19
Paraprofessional	$12,000	$10,000	$ 8,500	$ 6,000	$ 2,000	$ 8,205	17

REGION 10

TABLE 122

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75%ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,050	$863	$749	$722	$570	$800	20
Supv. of Transp.	$ 935	$855	$797	$797	$797	$862	3
Supv. of Food Service	$1,050	$928	$722	$541	$228	$730	19
Secretary, Clerical Staff	$1,050	$865	$749	$684	$278	$768	25
Custodial Emp.	$1,050	$848	$749	$716	$535	$772	24
Food Srv. Emp.	$1,050	$829	$726	$556	$228	$712	20
Paraprofessional	$ 972	$818	$733	$627	$ 9	$698	19

TABLE 123

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	13,705	3,178	1,728	1,285	819	2,727.1	20
Supv. of Transp.	13,705	4,057	3,831	2,848	2,848	6,110.3	4
Supv. of Food Service	5,862	2,780	1,603	1,319	400	2,084.6	22
Secretary, Clerical Staff	447	346	263	202	161	276.7	26
Custodial Emp.	708	220	199	150	128	210.9	26
Food Service Emp.	266	177	143	117	86	151.9	25
Paraprofessional	2,234	391	234	173	93	530.1	25

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 10

TABLE 124

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv. of Bldg. of Grounds	10.4	9.5	14.7	1.6
Supv. of Transp.	10.0	13.5	20.0	1.3
Supv. of Food Service	9.6	10.7	10.0	1.5
Secretary, Clerical Staff	10.4	11.4	14.0	1.7
Custodial Emp.	10.3	9.5	14.8	1.8
Food Service Emp.	9.1	8.4	10.0	1.7
Paraprofessional	8.9	8.3	5.0	1.6

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TABLE 125

Employees in a Bargaining Unit by Job Titles

Job Title	In a Bargaining Unit	Not Part of a Bargaining Unit	n
Secretary, Clerical Staff	47.8%	52.1%	23
Custodial	78.3%	21.7%	23
Food Service	56.5%	43.5%	23
Paraprofessional	30.4%	69.6%	23

TABLE 126

Mean Hourly Rate Paid to Full-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$5.20	$4.27	$4.17	$3.52	$3.00	$4.08	19
Custodial	$4.73	$4.42	$4.18	$3.74	$3.00	$4.13	22
Food Service	$4.15	$3.60	$3.40	$3.18	$2.65	$3.43	20
Paraprofessional	$4.25	$3.50	$3.28	$2.65	$2.40	$3.03	15

TABLE 127

Mean Hourly Rate Paid to Part-time Employees

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sec., Clerical	$4.32	$4.25	$3.45	$3.25	$3.12	$3.67	8
Custodial	$4.61	$3.45	$3.35	$3.15	$3.00	$3.53	13
Food Service	$3.90	$3.35	$3.17	$2.90	$2.65	$3.23	17
Paraprofessional	$3.80	$3.28	$3.00	$2.74	$2.40	$3.16	13

REGION 11

TABLE 128

Annual Salary by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$25,150	$15,000	$12,213	$11,179	$ 7,466	$13,904	18
Supv. of Transp.	$23,250	$18,000	$11,579	$ 8,500	$ 7,530	$14,512	11
Supv. of Food Service	$20,325	$10,000	$ 8,800	$ 6,900	$ 5,255	$10,249	17
Secretary, Clerical Staff	$ 9,477	$ 8,637	$ 7,245	$ 6,500	$ 6,200	$ 7,646	16
Custodial Emp.	$11,400	$ 9,589	$ 9,174	$ 7,782	$ 6,557	$ 9,044	14
Food Srv. Emp.	$ 4,992	$ 3,888	$ 3,675	$ 2,898[a]	$ 1,620[a]	$ 3,588	10
Paraprofessional	$ 4,410	$ 4,156	$ 3,600	$ 875[a]	$ 875[a]	$ 3,136	7

[a]The low annual salary reflects part-time employees.

TABLE 129

Work Week in Hours by Job Titles

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	40	40	40	40	37	39.9	20
Supv. of Transp.	40	40	37	20[a]	17[a]	34.9	11
Supv. of Food Service	40	40	37	35	35	37.7	18
Secretary, Clerical Staff	40	37	36	35	35	36.9	23
Custodial Emp.	40	40	40	40	40	40.0	21
Food Srv. Emp.	40	35	30	30	25	32.4	20
Paraprofessional	35	32	27	10[a]	7[a]	24.2	18

[a]The low number of hours worked reflects part-time employees.

REGION 11

TABLE 130

Maximum Annual Contribution for Hospitalization/Major Medical Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,197	$791	$749	$695	$322	$751	20
Supv. of Transp.	$1,197	$779	$720	$667	$504	$750	12
Supv. of Food Service	$1,197	$775	$720	$667	$504	$746	18
Secretary, Clerical Staff	$1,197	$777	$730	$661	$372	$735	22
Custodial Emp.	$ 933	$777	$720	$661	$322	$721	21
Food Srv. Emp.	$ 900	$777	$720	$661	$322	$710	21
Paraprofessional	$ 900	$775	$720	$661	$582	$741	10

TABLE 131

Face Amount of Life Insurance

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$22,500	$15,000	$12,000	$10,000	$ 5,000	$12,655	18
Supv. of Transp.	$34,700	$15,000	$15,000	$10,000	$10,000	$16,020	10
Supv. of Food Service	$19,800	$15,000	$10,000	$ 7,000	$ 5,000	$11,044	18
Secretary, Clerical Staff	$17,000	$12,000	$10,000	$ 9,000	$ 5,000	$10,761	21
Custodial Emp.	$17,000	$12,000	$10,000	$ 7,500	$ 5,000	$10,075	20
Food Srv. Emp.	$17,000	$13,000	$10,000	$ 5,000	$ 3,000	$ 9,550	20
Paraprofessional	$17,000	$13,000	$10,000	$10,000	$ 5,000	$11,888	9

REGION 11

TABLE 132

Total Annual Contribution for all Insurance Benefits Provided by Board

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	$1,205	$920	$821	$716	$354	$841	19
Supv. of Transp.	$1,197	$915	$841	$701	$593	$858	11
Supv. of Food Service	$1,205	$924	$774	$615	$ 13	$788	19
Secretary, Clerical Staff	$1,205	$863	$803	$701	$404	$806	22
Custodial Emp.	$1,205	$863	$798	$684	$354	$792	21
Food Srv. Emp.	$1,205	$850	$778	$684	$340	$776	21
Paraprofessional	$ 927	$841	$803	$615	$ 40	$741	11

TABLE 133

Employee-Pupil Ratios for 1977-78 by Job Titles*

Job Title	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Supv. of Bldg. and Grounds	8,468	4,899	2,650	2,117	1,228	3,645.2	20
Supv. of Transp.	8,468	5,373	3,937	2,130	2,113	4,740.4	11
Supv. of Food Service	7,419	3,884	2,443	2,113	565	3,087.2	20
Secretary, Clerical Staff	392	339	265	209	164	274.2	22
Custodial Emp.	353	176	143	125	98	165.5	21
Food Service Emp.	226	134	125	102	87	129.3	22
Paraprofessional	1,228	313	263	185	119	360.1	18

*The values were calculated by dividing the K-12 WADM of each district by the number of reported employees for each position description.

REGION 11

TABLE 134

Mean Number of Leave Days Provided

Job Title	Sick Days	Paid Holidays	Vacation Days	Personal Days
Supv of Bldg. and Grounds	11.0	9.8	16.4	1.7
Supv. of Transp.	11.1	9.8	16.7	1.9
Supv. of Food Service	10.0	9.4	14.8	1.8
Secretary, Clerical Staff	10.7	9.9	15.4	1.6
Custodial Emp.	10.8	9.7	15.6	1.6
Food Service Emp.	9.4	6.6	--	1.4
Paraprofessional	8.5	7.0	--	1.5

The Relationship of School District Size and Wealth to Staff and Salary Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product-moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Commonwealth's aid ratio. Pearson correlations, represented by r's, express the relationship between variables. The theoretical range for r is from +1.000 to -1.000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals n-2), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by chance, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Ninety-six variables were analyzed in respect to the school district size and wealth. Of the possible 192 relationships, ninety were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. Based on bargaining trends, many of the significant relationships were important. In an effort to analyze the relationships involved, the format of this report was divided into the general groups analyzed.

Nonprofessional Salaries

Nonprofessional salary variables for the three supervisory positions were closely related to school district size (see Table 135). This trend was similar to the higher level administration salaries in relation to district size. Moreover, larger districts hire personnel for the supervisory positions more frequently and on a full-time basis. As found previously, large school districts characteristically provide higher salaries for these positions.

TABLE 135

The Relationship Between Nonprofessional Salaries and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Average Annual Salary Supv. Building and Grounds	Size	.3098	.001
Average Annual Salary Supv. Building and Grounds	Wealth	-.3142	.001
Average Annual Salary Supv. of Transportation	Size	.6130	.001
Average Annual Salary Supv. of Transportation	Wealth	-.4750	.001
Full-time Hourly Rate Secretarial	Size	.2394	.001
Full-time Hourly Rate Secretarial	Wealth	-.2894	.001
Full-time Hourly Rate Custodial	Size	.3380	.001
Full-time Hourly Rate Custodial	Wealth	-.3116	.001
Full-time Hourly Rate Paraprofessional	Wealth	-.1883	.005
Part-time Hourly Rate Secretarial	Wealth	-.1392	.042
Part-time Hourly Rate Custodial	Size	.2628	.001
Part-time Hourly Rate Custodial	Wealth	-.2163	.002

In contrast to the teacher salary results (which were related to district wealth), secretaries, custodians, and food service employees salaries were related to size more than to wealth. Possibly the influence of collective bargaining by nonprofessionals has not at this time changed the relationship between salaries and the control variables. As noted in this report, many school districts do not have nonprofessional employees in bargaining units; this decreases the influence of nonprofessionals. As stated previously, district size was in many cases an indication of an urban district which influenced salaries. The power of nonprofessional units in large urban districts was most likely a factor in influencing the salary and district size relationship.

Nonprofessional Work Schedules

For nonprofessional staff members, the length of the work year and the work week were related to size and wealth as seen in Table 136. As in previous years, district wealth was the dominant variable. Sick days provided for nonprofessional employees were related to district size. These variables for professional employees were related to district wealth. Possibly the difference between the two groups was due to the use of collective bargaining and the influence of the teacher group in bargaining. As more nonprofessionals form units and increase their influence, this relationship should change. Presently, large school districts are providing a higher number of sick days. As seen in Table 136, district size was the strong influence for paid holidays and vacation days whereas district wealth was the dominant variable for personal days.

TABLE 136

The Relationship Between Nonprofessional Work Schedules and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Work Year			
Supv. of Transportation	Size	.3503	.001
Supv. of Transportation	Wealth	.1503	.019
Supv. of Food Service	Wealth	-.1365	.021
Secretarial	Size	.1345	.017
Secretarial	Wealth	-.1330	.018
Custodial	Size	.2282	.001
Custodial	Wealth	-.2281	.001
Food Service Employees	Size	.6092	.001
Food Service Employees	Wealth	-.4696	.001
Work Week			
Supv. of Transportation	Wealth	-.2409	.008
Supv. of Food Service	Size	.2362	.001
Food Service Employees	Wealth	.1078	.050
Sick Days			
Supv. of Building and Grounds	Size	.1073	.050
Supv. of Food Service	Size	.2681	.001
Supv. of Food Service	Wealth	-.1259	.031
Custodial	Size	.1240	.021
Paraprofessional	Size	.1390	.030
Paraprofessional	Wealth	-.2071	.002
Holidays			
Supv. of Building and Grounds	Size	.2612	.001
Supv. of Food Service	Size	.2262	.010
Supv. of Food Service	Wealth	-.1830	.030
Custodial	Size	.3079	.001
Custodial	Wealth	-.1068	.045
Food Service Employees	Size	.2760	.007
Paraprofessional	Size	.4013	.001

TABLE 136 (Continued)

Variable	Dominant Relationship	r	Significance
Vacation			
Supv. of Building and Grounds	Size	.3477	.001
Supv. of Building and Grounds	Wealth	-.2227	.001
Supv. of Transportation	Size	.3932	.001
Supv. of Transportation	Wealth	-.2493	.008
Supv. of Food Service	Size	.4890	.001
Supv. of Food Service	Wealth	-.5315	.001
Secretarial	Size	.2342	.001
Secretarial	Wealth	-.1999	.001
Custodial	Size	.2730	.001
Custodial	Wealth	-.1973	.001
Personal Days			
Supv. of Building and Grounds	Wealth	-.1594	.025
Supv. of Food Service	Wealth	-.1545	.036
Secretarial	Wealth	-.1353	.034
Custodial	Wealth	-.1311	.042
Food Service Employees	Wealth	-.1534	.040
Paraprofessional	Wealth	-.1528	.047

Nonprofessional Fringe Benefits

The strong relationship between fringe benefits and the size of the school district was examined in Table 137. The apparent close relationship illustrates the influence of district size. Only large districts were providing greater benefits for professionals and nonprofessionals. It was concluded that one goal of collective bargaining was to even out and equalize fringe benefits throughout comparable collective bargaining units. Whereas the power exerted by nonprofessional personnel through collective bargaining has obtained greater salaries in wealthy districts where more financial resources were available, the same power has equalized the kinds and amounts of almost all fringe benefits. This pattern of adoption of fringe benefits tend to be as follows: they are introduced in several districts throughout the Commonwealth, sometimes in a region; once introduced, these benefits tend to be adopted quickly by neighboring districts; and, in a short time they are incorporated by districts throughout the Commonwealth. The influence of size indicated the collective bargaining power of large nonprofessional units. It should be noted in most comparisons the relationship between the professional fringe benefits and district size is smaller than that of the nonprofessional fringe benefits and district size. One of the reasons for this, that would be consistent with the analysis, is there are fewer nonprofessional bargaining units; hence, they have not exerted as much effort in homogenizing the fringe benefits for nonprofessionals.

TABLE 137

The Relationship Between Nonprofessional Fringe Benefits and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Hospitalization Premium			
Supv. of Transportation	Size	.1800	.037
Life Premiums			
Supv. of Building and Grounds	Size	.3090	.001
Supv. of Building and Grounds	Wealth	-.2921	.001
Supv. of Transportation	Size	.1964	.030
Supv. of Food Service	Size	.2830	.001
Supv. of Food Service	Wealth	-.2501	.001
Custodial	Wealth	-.1099	.042
Paraprofessional	Size	-.1474	.033
Face Amount of Life Insurance			
Supv. of Building and Grounds	Size	.3793	.001
Supv. of Building and Grounds	Wealth	-.3176	.001
Supv. of Transportation	Size	.2254	.014
Supv. of Food Service	Size	.3810	.001
Supv. of Food Service	Wealth	-.2877	.001
Custodial	Size	.1394	.013
Total Insurance Premiums			
Supv. of Building and Grounds	Size	.1430	.015
Supv. of Transportation	Size	.2041	.022
Supv. of Food Service	Size	.1152	.048

Nonprofessional Staffing

During past years significant relationships existed between all staffing variables and district wealth with an exception noted for 1975-76. The data for this report indicated partial agreement for the previous analyses (see Table 138). The wealth of a district does influence the staffing patterns significantly for four of the nonprofessional ratios. Wealthy school districts tend to have better staffing patterns and lower class size than districts of low financial resources.

The size of school districts had an effect on staff for three of the nonprofessional ratios. The best indication of the size and staffing relationship can be found in Table 24. Factors such as collective bargaining, district wealth, and district location may be influencing the results found with size. The Pearson correlation appears to have been influenced by several of these factors producing

a coefficient that did not reflect the total relationship. It should be noted an analysis of the districts having nonprofessional bargaining units for secretaries and custodians is related to district size.

The number of employees in each job classification is strongly related to the size and wealth of the district with district size as the dominant variable.

TABLE 138

The Relationship Between Nonprofessional Staff Ratios and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Pupil-Employee Ratios			
Pupil-Supv. Building and Grounds	Size	.7081	.001
Pupil-Supv. Building and Grounds	Wealth	-.2925	.001
Pupil-Supv. of Transportation	Size	.5483	.001
Pupil-Supv. of Transportation	Wealth	-.2220	.001
Pupil-Supv. of Food Service	Size	.5765	.001
Pupil-Supv. of Food Service	Wealth	-.2900	.001
Pupil-Custodial	Wealth	.1238	.020

SUMMARY

This study was to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Although bargaining appears to have brought greater salary benefits to the staff of wealthy districts, negotiations have evened out or homogenized fringe benefits. This trend will continue as state assisted local organizations develop and maintain better communications in negotiations and increase their expertise.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

Class	Size	Number of Districts
Class S1 (Small)	1700 or Lower WADM	35
Class S2	A WADM of 1701 to 2200	35
Class S3	A WADM of 2201 to 2725	35
Class S4	A WADM of 2726 to 3275	34
Class S5	A WADM of 3276 to 3850	33
Class S6	A WADM of 3851 to 4750	35
Class S7	A WADM of 4751 to 6450	34
Class S8 (Large)	A WADM of 6451 to 18,535	34
	TOTAL	275

WEALTH CLASSIFICATIONS

Class	Wealth	Number of Districts
Class W8 (Low)	Aid Ratio of .7350 or more	34
Class W7	Aid Ratio Between .6902 and .7349	35
Class W6	Aid Ratio Between .6502 and .6901	34
Class W5	Aid Ratio Between .6102 and .6501	35
Class W4	Aid Ratio Between .5602 and .6101	34
Class W3	Aid Ratio Between .5076 and .5601	34
Class W2	Aid Ratio Between .4051 and .5075	35
Class W1	Aid Ratio of .4050 and less	34
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

District	Size	Wealth	District	Size	Wealth
REGION 1			REGION 1 (con't)		
Beaver Valley I. U. #27	4	5	Mars	4	5
Big Beaver Falls	6	5	Millcreek Township	8	1
Butler Area	8	3	North East	3	3
Centre Area	5	2	Northwestern	4	8
Comm. College of Beaver Co.	4	5	Northwest Tri-Co. I.U.#5	4	5
Corry Area	5	6	Oil City Area	6	5
Cranberry Area	3	7	Penncrest	7	8
Ellwood City Area	5	5	Rochester Area	3	5
Erie	8	1	Sharpsville Area	2	4
Fairview	3	2	Slippery Rock Area	4	5
Fort Leboeuf	4	6	South Butler Co.	6	5
Franklin Area	6	6	Southwest Butler Co.	7	5
Freeport Area	4	6	Titusville Area	6	7
Greenville Area	4	3	Union City Area	2	8
Grove City Area	4	5	Valley Grove	2	7
Harbor Creek	5	5	Warren County	8	6
Hopewell Area	7	5	Wattsburg	4	7
Laurel	2	7	Western Beaver Co.	2	7

District	Size	Wealth
REGION 2		
Allegheny I. U. #3	7	2
Avonworth	2	3
Babcock	4	3
Bethel Park	8	3
Brentwood Borough	2	2
Chartiers Valley	7	1
Churchill Area	7	1
Elizabeth Forward	7	6
Fox Chapel Area	7	1
Gateway	8	2
Hampton Township	5	2
Highlands	7	3
Keystone Oaks	7	2
Moon Area	7	2
Mt. Lebanon	8	1
North Allegheny	8	2
Northgate	4	3
Quaker Valley	3	1
Riverview	2	2
Shaler Area	8	3
South Park	4	5
Swissvale Area	3	2
Upper St. Clair	7	2
West Jefferson Hills	7	3
REGION 3		
Belle Vernon Area	6	5
Burrell	5	4
Canon-McMillan	7	5
Connellsville Area	8	8
Franklin Regional	7	4
Greater Latrobe	7	4
Hempfield Area	8	4
Intermediate Unit #1	7	4
Kiski Area	8	5
Laurel Highlands	7	6
McGuffey	4	7
Monessen	2	2
New Kensington-Arnold	6	4
Norwin	8	5
Peters Township	6	3
Ringgold	7	5
Trinity Area	7	3
Washington	4	3
West Greene	1	7
Westmoreland I. U. #7	7	4

District	Size	Wealth
REGION 4		
Athens Area	6	7
Austin Area	1	7
BLaST I. U. #17	1	8
Bradford Area	7	5
Cameron County	2	6
Canton Area	2	8
East Lycoming	3	6
Galeton Area	1	7
Jersey Shore Area	6	8
Johnsonburg Area	1	7
Kane Area	3	7
Montgomery Area	1	5
Montoursville Area	5	3
Muncy	1	3
Northeast Bradford	1	8
Northern Tioga	7	8
Oswayo Valley	1	8
Otto-Eldred	1	8
Port Allegany	2	8
Ridgway Area	2	5
Sayre Area	3	8
Seneca Highlands I.U.#9	1	8
Smethport Area	2	8
Southern Tioga	5	6
St. Marys Area	5	2
Sullivan County	1	4
Towanda Area	4	5
Troy Area	4	7
Wellsboro	4	5
Williamsport Area	8	4
Wyalusing Area	3	7
REGION 5		
Abington Heights	6	3
Blue Ridge	2	7
Carbondale Area	3	5
Dallas	6	4
Dunmore Area	4	5
Elk Lake	2	6
Forest City Regional	1	5
Greater Nanticoke Area	6	8
Hanover Area	4	4
Hazleton Area	8	3
Lackawanna Trail	1	6
Lakeland	3	7
Lake-Lehman	4	5
Mid Valley	2	2
Montrose Area	4	6
Mountain View	1	5

District	Size	Wealth
REGION 5 (con't)		
Northeastern Educ. I. U. #19	3	5
North Pocono	7	4
Northwest Area	2	7
Old Forge	1	6
Pittston Area	7	5
Riverside	3	6
Scranton	8	4
Susquehanna Community	1	8
Tunkhannock Area	6	4
Valley View	5	7
Wallenpaupack	3	1
Wayne Highlands	6	3
Western Wayne	3	1
Wilkes-Barre Area	8	3
REGION 6		
Allentown	8	2
Bangor	5	3
Boyertown Area	8	3
Bristol Township	8	3
Bucks Co. I. U. #22	8	1
Central Bucks	8	1
Cheltenham Township	7	1
Colonial	8	1
Colonial Northampton I.U. #20	8	1
Delaware Co. I. U. #25	8	1
Delaware Valley	2	1
Easton Area	8	3
East Penn	8	2
East Stoudsburg Area	4	1
Jim Thorpe Area	1	1
Kennett Consolidated	4	1
Lehigh School Study Council	8	1
Lehighton Area	5	6
Lower Moreland	5	1
Nazareth Area	5	2
Neshaminy	8	2
Northampton Area	8	4
Northern Lehigh	3	7
Palmerton Area	3	3
Parkland	8	1
Pen Argyl Area	3	4
Pleasant Valley	3	1
Pocono Mountain	6	1
Pottstown	6	3
Quakertown Community	6	1
Saucon Valley	3	2
Southern Lehigh	5	3
Stroudsburg Area	6	1

District	Size	Wealth
REGION 6 (con't)		
Upper Perkiomen	5	2
Whitehall-Coplay	6	1
William Penn	8	2
Wilson Area	3	3
REGION 7		
Annville-Cleona	3	4
Berks Co. I. U. #14	7	2
Brandywine Heights Area	3	4
Cornwall-Lebanon	7	3
Daniel Boone Area	4	3
Ephrata Area	6	2
Exeter Township	5	2
Fleetwood Area	2	2
Governor Mifflin	7	2
Kutztown Area	3	2
Lancaster Co. AVTS	7	2
Lancaster-Leb. I.U. #13	7	2
Manheim Central	5	2
Penn Manor	7	2
Reading	8	4
Wilson	7	1
Wyomissing Area	2	1
REGION 8		
Bermudian Springs	2	4
Big Spring	6	6
Camp Hill	1	1
Capitol Area I. U. #15	6	1
Carlisle Area	8	4
Central Dauphin	8	2
Central York	6	1
Chambersburg Area	8	3
Conewago Valley	4	3
Cumberland Valley	8	1
Dallastown Area	7	2
Derry Township	5	1
Dover Area	6	5
Fairfield Area	1	1
Gettysburg Area	6	1
Hanover Public	3	1
Littlestown Area	2	5
Lower Dauphin	6	3
Mechanicsburg Area	7	3
Middletown Area	5	4
Northeastern York	6	5
Northern York Co.	4	4

District	Size	Wealth
REGION 8 (con't)		
Shippensburg Area	5	4
South Eastern	3	4
Southern York Co.	5	4
South Western	5	2
Spring Grove Area	7	4
Steelton-Highspire	2	2
Susquehanna Township	4	1
Susquenita	4	7
Tuscarora	6	6
West Shore	8	2
West York Area	5	1
York Co. AVTS	6	1
York Suburban	6	1
REGION 9		
Benton Area	1	6
Berwick Area	7	5
Bloomsburg Area	4	3
Blue Mountain	5	3
Central Columbia	4	4
Central Susquehanna I.U. #16	1	6
Danville Area	5	4
Halifax Area	1	6
Lewisburg Area	3	2
Line Mountain	2	7
Midd-West	5	6
Mifflinburg Area	3	6
Millersburg Area	1	6
Millville Area	1	7
Milton Area	6	5
Minersville Area	2	7
Mount Carmel Area	3	7
Pottsville Area	6	6
Saint Clair Area	1	7
Schuylkill Haven Area	1	3
Schuylkill I.U. #29	1	6
Selinsgrove Area	5	4
Shamokin Area	6	8
Shikellamy	7	6
Tamaqua Area	5	5
Tri Valley	1	6
Upper Dauphin Area	2	6
Warrior Run	4	6
Williams Valley	2	7

District	Size	Wealth
REGION 10		
Altoona Area	8	5
Appalachia I. U. #8	1	8
Bedford Area	5	4
Bellwood-Antis	2	4
Berlin Brothersvalley	1	6
Blacklick Valley	1	8
Cambria Heights	4	8
Central Cambria	4	4
Chestnut Ridge	3	7
Claysburg-Kimmel	1	6
Everett Area	3	5
Ferndale Area	1	7
Forest Hills	6	8
Greenwood	1	5
Hollidaysburg Area	7	4
Huntingdon Area	5	4
Juniata County	6	7
Juniata Valley	1	8
Meyersdale Area	2	8
Mount Union Area	3	8
Newport	2	8
Northern Bedford Co.	1	8
Penn Cambria	4	8
Portage Area	2	7
Rockwood Area	1	6
Somerset Area	5	4
Southern Fulton	1	7
Southern Huntingdon Co.	2	8
Spring Cove	4	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	6	2
Williamsburg Community	1	7
REGION 11		
Bald Eagle Area	5	8
Bellefonte Area	6	6
Blairsville-Saltsburg	5	7
Brockway Area	2	6
Brookville Area	4	5
Central I. U. #10	3	8
Clarion Area	1	2
Clarion Manor I. U. #6	3	8
Clearfield Area	7	7
Curwensville Area	2	7
DuBois Area	7	4
Forest Area	1	3
Indiana Area	7	2

District	Size	Wealth
REGION 11 (con't)		
Keystone	2	8
Keystone Central	8	6
Marion Center Area	3	8
Moshannon Valley		8
Penns Valley Area		6
Philipsburg-Osceola Area	6	8
Punxsutawney Area	7	8
Purchase Line	2	8
Redbank Valley	3	8
State College Area	8	1
Union	1	8
West Branch Area	3	8